

**CHURCH OF IRELAND**

**GENERAL SYNOD**

**2023**

**BOOK OF REPORTS**

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\* The reports of the Church of Ireland Clergy Pensions Trustee DAC (page ) and the Church of Ireland Pensions Board (page ) 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 - email: [synod@rcbdub.org](mailto:synod@rcbdub.org)

**CHURCH OF IRELAND**

**THE REPRESENTATIVE CHURCH BODY**

**REPORT 2023**

## The Representative Church Body – Report 2023

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## THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

### Chair

The Most Rev John McDowell, Archbishop of Armagh



The Most Rev  
John McDowell

### Committee Chairpersons

Executive	Mr Henry Algeo Mr Lyndon MacCann SC* (Deputy)
Allocations	Canon Graham Richards
Investment	Mr Kevin Bowers
Property	Mr Keith Roberts
Stipends	Mr Michael Johnston
Library and Archives	Mr Oswyn Paulin
Legal Advisory	Mr Lyndon MacCann SC
Audit	Mr Lyndon MacCann SC*

### 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.

\* from September 2022 in place of Canon Graham Richards (retired September 2022)

† from September 2022 in place of Canon Graham Richards (retired September 2022)

## 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 members, shown with recorded attendance figures for the four meetings held during 2022. Two Honorary Secretaries of the General Synod are in attendance at meetings.

The number of members has reduced from 60 to 55 further to the uniting of the Dioceses of Tuam, Limerick and Killaloe under Statute Ch III of General Synod 2019. By the end of 2022 there were 11 Archbishops and Bishops, 33 elected members and 11 co-opted members.

### A Archbishops and Bishops: *ex-officio* members (11)

- 3 The Most Rev John McDowell, Archbishop of Armagh
- 3 The Most Rev Dr Michael Jackson, Archbishop of Dublin
- 2 The Most Rev Pat Storey, Bishop of Meath and Kildare
- 4 The Rt Rev Ian Ellis, Bishop of Clogher
- 4 The Rt Rev Andrew Forster, Bishop of Derry and Raphoe
- 3 The Rt Rev David McClay, Bishop of Down and Dromore
- 3 The Rt Rev George Davison, Bishop of Connor
- 4 The Rt Rev Ferran Glenfield, Bishop of Kilmore
- 3 The Rt Rev Adrian Wilkinson\*, Bishop of Cashel, Ferns and Ossory
- 3 The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross
- 4 The Rt Rev Michael Burrows†, Bishop of Tuam, 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‡ (2024) Vacant§ (2025)
	1	Mrs Jane Leighton (2023)
Clogher	3	Rev Canon Paul Thompson (2024)
	1	Dr John Graham   (2025)
	4	Mrs Ethne McCord (2023)
Derry and Raphoe	3	Rev Canon Henry Gilmore (2024)
	3	Mr Stanley McFarland (2025)
	1	Mr John Junkin (2023)

\* consecrated October 2022 (previously an elected member for Cork, Cloyne and Ross)

† translated from Cashel, Ferns and Ossory April 2022

‡ retired January 2023

§ following the resignation of Mrs Ethne Harkness in May 2021

|| elected September 2022 in place of Mr William Allen (retired September 2022)

## The Representative Church Body – Report 2023

Down and Dromore	4	Ven Roderic West (2024)
	2	Mrs Diane Ruddock* (2025)
	3	Mr Michael Johnston (2023)
Connor	3	Ven Stephen McBride (2024)
	1	Mrs Cynthia Cherry (2025)
	4	Mr Oswyn Paulin (2023)
Kilmore, Elphin and Ardagh	3	Very Rev Nigel Crossey (2023)
	1	Ms Sarah Taylor (2024)
	1	Mrs Rita Day (2025)
Dublin and Glendalough	2	Ven David Pierpoint (2024)
	4	Mr Robert Neill (2025)
	3	Mr Derek Neilson (2023)
Meath and Kildare	2	Ven Leslie Stevenson (2024)
	1	Mr Mark Potterton† (2025)
	2	Mr Kevin Bowers (2023)
Cashel, Ferns and Ossory	4	Rev Nicola Halford (2023)
	1	Mr William Galloway (2024)
	3	Mrs Hazel Corrigan (2025)
Cork, Cloyne and Ross		Vacant‡ (2023)
	4	Mr Keith Roberts (2024)
	3	Mrs Helen Arnopp (2025)
Tuam, Limerick and Killaloe	4	Very Rev Niall Sloane (2023)
	1	Very Rev Alistair Grimason§ (2023)
	0	Mrs Tracey Lyttle   (2024)
	1	Mrs Olive Maher¶ (2024)
	3	Mrs Heather Pope (2025)
	2	Mr Roy Benson (2025)

### C Co-opted members (12)

3	Mr Henry Algeo (2024)	1	Mrs Judith Peters# (2025)
1	Ms Julie Beck (2023)	3	Ms Hilary Prentice (2024)
0	Sir Paul Girvan¶ (2025)	3	Canon Graham Richards (2024)
0	Mr David Lowe# (2025)	0	Mr Leslie Ruttle (2023)
3	Mr Lyndon MacCann SC (2024)	4	Mr Henry Saville (2024)
4	Mr William Oliver (2023)	1	Mrs Wendy Taylor (2023)

\* elected June 2022 in place of Mr Basil O'Malley (retired June 2022)

† elected September 2022 in place of Mr Ronald Colton (retired September 2022)

‡ from October 2022 following the consecration of Ven Adrian Wilkinson to the episcopate

§ deceased November 2022 and will not be replaced due to uniting of Dioceses

|| retired September 2022 and will not be replaced due to uniting of Dioceses

¶ retired May 2022 and will not be replaced due to reduction in number of Dioceses

# eligible to attend three meetings maximum due to triennial retirement (re-elected May 2022)

## 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 2025. Membership details together with numbers of meetings held and record of attendances for the year 2022 are shown below.



Mr Henry Algeo

### EXECUTIVE COMMITTEE

7 meetings

Mr Henry Algeo - 7  
(Chair)

Most Rev John McDowell	6	Rev Canon Henry Gilmore	6
Most Rev Dr Michael Jackson	3	Ven Terence Scott	5
Rt Rev Dr Paul Colton	4	Very Rev NJW Sloane*	1
Canon Graham Richards	7	Mr Lyndon MacCann SC (Deputy Chair†)	6
Mr Kevin Bowers	7	Mr Robert Neill	6
Mr Keith Roberts	7	Ms Hilary Prentice	7
Mr Michael Johnston	7	Mr Henry Saville	6
		Advisers: Mr Oswyn Paulin‡	5
		Mr Geoffrey Perrin	6
Hon Secretary of General Synod in attendance:		Rev Canon Gillian Wharton	5

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

The Archbishops and the Chairpersons of the Allocations, Investment, Property and Stipends Committees are *ex officio* members of the Executive Committee. Mr Geoffrey Perrin was appointed as an Adviser in 2020. Mr Oswyn Paulin was appointed as an Adviser in 2022. During 2022 Rev Canon Gillian Wharton 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.*

\* elected September 2022 in place of Rt Rev Adrian Wilkinson (retired September 2022)

† appointed Deputy Chair September 2022 in place of Canon GC Richards (retired September 2022)

‡ appointed January 2022

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### ALLOCATIONS COMMITTEE

3 meetings

Canon Graham Richards - 3  
(Chair)



Canon Graham Richards

Mrs Helen Arnopp	3	Most Rev John McDowell	3
Rt Rev Andrew Forster	3	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 for the annual allocation; 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

5 meetings

Mr Kevin Bowers - 5  
(Chair)



Mr Kevin Bowers

Mr Roy Benson	5	Ms Hilary Prentice	5
Mr William Galloway	5	Mr Leslie Ruttle	4
Mr David Lowe	5	Ms Wendy Taylor	4

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.



## PROPERTY COMMITTEE

5 meetings

Mr Keith Roberts - 5  
(Chair)

Mr Keith Roberts

Mr Ronald Colton*	4	Mrs Ethne McCord	4
Mrs Rita Day	3	Mr Stanley McFarland	4
Mrs Jane Leighton	5	Ven Terence Scott†	4
Ven Stephen McBride	2	Ven Roderic West	4
	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.

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\* retired September 2022 (Mr Mark Potterton elected December 2022)

† retired January 2023 (replacement to be elected)

## The Representative Church Body – Report 2023

### STIPENDS COMMITTEE

2 meetings

Mr Michael Johnston - 2  
(Chair)



Mr Michael Johnston

Ms Julie Beck	2	Mrs Jane Leighton	1
Mrs Cynthia Cherry*	0	Mr William Oliver†	1
Rt Rev Dr Paul Colton	2	Ven David Pierpoint‡	0
Ms Hazel Corrigan	1	Rev Canon Paul Thompson§	2

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.

### LIBRARY AND ARCHIVES COMMITTEE

4 meetings

Mr Oswyn Paulin - 4  
(Chair)



Mr Oswyn Paulin

Rt Rev Michael Burrows	4	Very Rev Niall Sloane	4
Mrs Heather Pope	1	Rt Rev Adrian Wilkinson¶	2
Advisers:			
Rev Canon Dr Maurice Elliott	3	Prof Paul Johnston#	0
Rev Dr Adrian Empey	3	Canon Dr Kenneth Milne	4
Ms Aideen Ireland#	0	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.

\* retired September 2022 (Mrs Helen Arnopp elected December 2022)

† elected September 2022 in place of Mr Basil O'Malley (retired June 2022)

‡ retired November 2022 (Rev Canon Nicola Halford elected December 2022)

§ elected March 2022 in place of Ven Brian Harper (retired November 2021)

|| elected September 2022 in place of Mr Oswyn Paulin (moved to Chair September 2021)

¶ elected September 2022 in place of Prof Paul Johnston (retired September 2021)

# appointed March 2022

The Representative Church Body – Report 2023



Mr Lyndon MacCann

**LEGAL ADVISORY COMMITTEE**

0 meetings

Mr Lyndon MacCann SC  
(Chair)

Mr Anthony Aston SC  
The Hon Mr Justice Declan Budd  
Rt Rev Dr Paul Colton

Mrs Judith Peters  
Mr William Prentice  
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.



Mr Lyndon MacCann

**AUDIT COMMITTEE**

3 meetings

Mr Lyndon MacCann SC\* - 3  
(Chair)

Ms Julie Beck  
Mr Roy Benson

3  
3

Mr Henry Saville

3

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

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\* from September 2022 *ex officio* as Deputy Chair of the Executive Committee, in place of Canon GC Richards (retired September 2022)



## **REPORT ON THE YEAR 2022**

### **Background**

The financial year, 2022, was marked by the beginning of the war in Ukraine, and the resultant large-scale movement of refugees from Eastern Europe to Ireland. Parish and dioceses have sought to respond to this need and the RCB has provided guidance and financial support to parishes.

The implementation of the RB Right to Request Flexible Working policy documented the gradual transition from remote working, with only essential attendance in the offices during Covid, to a hybrid work model where staff have to be in the office/library at least one day per week, or more frequently if their job requires.

There were some changes in episcopal leadership with the election of Bishop Michael Burrows as Bishop of Tuam, Limerick and Killaloe and the consecration of Bishop Adrian Wilkinson as Bishop of Cashel, Ferns and Ossory.

### **Mission and strategy of the RCB**

In June the RB Executive Committee, as the trustees of the RCB, worked with an external facilitator to consider the performance of their committee and to develop the trustees' mission and strategy for the RCB.

The RB Executive Committee defined their mission as to support the mission and ministry of the Church of Ireland. Stating their objectives as:

- Providing support to parishes so they can fulfil their vocational purpose
- Fulfilling their role as trustee (financial and property) to ensure financial viability
- Holding responsibility for the oversight, management and ethos of the church
- Remaining connected, accessible and approachable to clergy, committees, staff and members of the Church of Ireland

The trustees defined their 3-5 year strategy, which included developing a framework for the funding of curacies, developing a consistent funding strategy for third level chaplaincy, developing Pioneer Ministry to support parishes and developing a property strategy to optimise the physical resources of the church.

The RB approved the RB Members' Handbook which documents the policies and practices expected of charities trustees and of members of the Representative Body.

### **Pioneer Ministry**

During 2022, the RB Executive Committee received a fifteen-year funding application to provide financial support for Pioneer Ministry across the Church of Ireland. Pioneer Ministry is a movement within the Church of Ireland to reach those with little or no connection to the good news of Jesus Christ. The RB approved the application of funding for the National Leadership Team, with project funding subject to approval of the Pioneer

## The Representative Church Body – Report 2023

Approvals Committee whose membership includes the Archbishops of Armagh and Dublin, the Chair of the RB Executive Committee, the Chief Officer, and an Honorary Secretary of General Synod. The annual Pioneer Ministry budget will be submitted to the RB Allocations Committee for recommendation to the RB Executive Committee.

The annual cost of funding the leadership team will be in the region of €0.2m/year with the forecast total expenditure including the cost of providing training and the co-funding of projects over the coming ten years of over €6m.

### **RCB staff organisation**

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 staff of the RCB working from Church House Dublin, the RCB Library, and Church House Belfast provide the following services:

- Investment management
- Property and trust administration
- Clergy payroll and pension administration
- Safeguarding and human resource advisory
- Legal, GDPR and charities advisory
- Library and archive management
- Synod, communications, education, and committee support

The management of the RCB is coordinated through the Heads of Departments in relation to staff policies and operationally coordinated through the RCB Coordination Group which comprises of the Heads of Departments plus the heads of smaller departments. The Heads of Departments meet weekly while the RCB Coordination group meets every two weeks, both over Zoom.

### ***Hybrid working***

The RB Flexible Working Policy was introduced in May 2022, following consultation with staff and approval of the RB Executive Committee. The implementation of this policy for an initial one-year trial period was accompanied by measures to ensure the continued high level of service provided by RCB staff. Measures implemented included increased hours of operation of reception at Church House Dublin, and systems for electronically forwarding phone messages and scanned items of post to staff. The operation of the current policy will be reviewed during 2023.

Upgraded videoconferencing equipment has been installed in the board rooms at Church House Dublin. The facilities at Church House provide flexibility for committees to hold their meetings in person, remotely or in a hybrid format, as decided by the chairperson of each committee. The former Church of Ireland College of Education Chapel has been successfully used for larger in-person meetings of up to 80 participants.

During the year, the staff led a review of the Church of Ireland website which provides access to committee publications, parish resources and news items. This review considered

## The Representative Church Body – Report 2023

the accessibility of information and processes to ensure information is relevant for members of the Church of Ireland or those seeking information on the Church.

At the beginning of August, the RCB entered into a licence agreement with the Secondary Education Committee (the ‘SEC’) pursuant to which the SEC will have their own office space in Church House Dublin.

### ***Communications***

The staff of the RCB have continued to provide training and support to a number of networks across the Church, including diocesan secretaries; diocesan communications officers; parish treasurers for charities compliance; parish charity trustee and data protection training; clergy Dignity in Church Life information evenings; general training including suicide intervention; and staff training on cyber security and data protection.

A particular focus of organisational practice during remote working has been to ensure consistent and regular communication to all staff. This has been achieved through the holding of weekly management meetings and issuing a weekly staff update ensuring that all staff are updated in relation to committee, organisational and staff news. These weekly communications were complemented by all-staff meetings providing an opportunity for staff to discuss organisational developments.

### **Activities for 2022**

#### ***Church of Ireland College of Education Fund Trust***

The Church of Ireland College of Education Fund Trust (‘CICE Fund Trust’) is a trust administered by the RCB supporting religion and education. The CICE Fund Trust supports the training of primary school teachers by providing financial support to the Church of Ireland Centre in the DCU Institute of Education.

The CICE Fund Trust is trustee of the site of the former Church of Ireland College of Education in Rathmines, Dublin. During 2022, the trustees approved a three-year licence to Atlas Language Institute for the use of the accommodation and the teaching building. Over the coming year the RCB Campus Working Group will consider the future use of this site and will consult with stakeholders in advance of developing a proposal for consideration of the trustee.

### ***Safeguarding***

The safeguarding of children and vulnerable adults continues to be a focus area for the RCB. The Safeguarding Board provides oversight of the safeguarding function of the Church of Ireland. The Board reports to the Representative Body and the Standing Committee of General Synod and includes independent external members who bring objectivity to decision making while complementing the existing skills and experience of other board members.

The RCB safeguarding officers provide advice to parishes and dioceses, deliver training and are responsible for the development of policies that reflect best safeguarding practice.

## The Representative Church Body – Report 2023

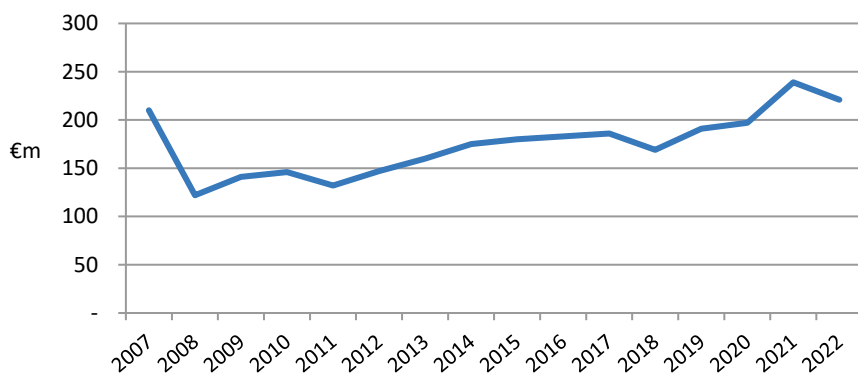
During 2022, the safeguarding officers further developed case management processes, pastoral visiting guidelines and the amalgamation of Northern Ireland and Republic of Ireland safeguarding policies. The Safeguarding Board approved the establishment of a planning group to consider the application of a restorative approach for victims and survivors of child abuse.

### Financial Performance

During 2022 the total funds available to the RCB decreased by 7% to €231m (2021: €249m), this decrease is attributed to a decline in market sentiment following the Russian invasion of Ukraine and the resultant increase in global inflation.

The value of General Funds invested assets at the end of the year was €221m (2021: €239m). Between 2010 and 2014 €25m of General Funds was transferred to the Clergy Pensions Fund. Yet despite this exceptional withdrawal General Funds has steadily recovered peaking at €239m at the end of 2021, before this year's fall in market value.

### General Funds Invested Assets



### Budgeted withdrawal

The RCB uses Total Return as its budget mechanism to determine the long-term sustainable maximum withdrawal from General Funds.

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

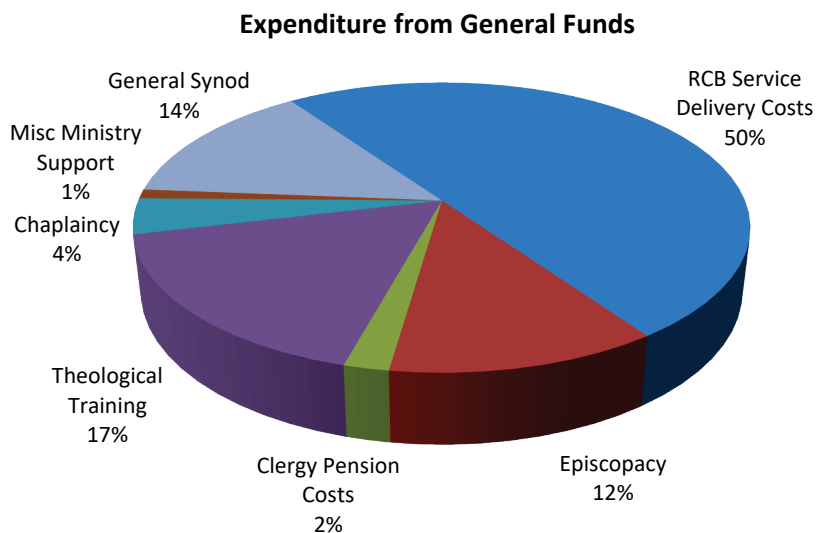
During 2022 the RCB managed to achieve a small surplus on budget, although we are mindful of the reduction in fund values experienced during 2022 and the general decline in market sentiment.

## The Representative Church Body – Report 2023

### 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 parishes and dioceses and to finance other RCB activities.

During 2022 budgeted expenditure from General Funds and other central funds was as shown below:



	<b>2022</b>	<b>2021</b>
RCB service delivery including staff costs	€3.9m	€3.5m
Episcopacy including maintenance of See Houses	€0.9m	€0.9m
Theological Institute including grants and housing	€1.2m	€1.2m
Chaplaincy including Belfast and Dublin	€0.3m	€0.3m
Clergy Pension costs	€0.1m	€0.1m
Misc. Ministry Support	€0.1m	€0.1m
General Synod including CIYD, education and press office	€1.1m	€1.1m
<b>Total Budgeted Expenditure</b>	<b>€7.6m</b>	<b>€7.2m</b>

The increase in RCB service delivery costs includes the grants administered by the RCB, increases in committee expenses and increases in professional fees. The expenditure above is before the exceptional cost of providing clergy pensioner cost-of-living grants for 2022 and 2023, at a total cost to the RCB of €1m.

The RCB on behalf of the Church of Ireland wishes to acknowledge its appreciation for the Department of Education's support for the work of the Board of Education in the Republic of Ireland.

## Grants administered by the RCB

### *Ukrainian/Afghan grants*

The RCB requested parishes and dioceses to submit applications for grants to support existing parish and diocesan initiatives supporting the integration, accommodation and safety needs of Ukrainian and Afghan refugees. Following the review of applications, 22 grants were approved for payment at a total cost of £85,000. These grants were administered by the RCB and fully funded by Benefact Trust.

### *MindMattersCOI*

The MindMattersCOI initiative implemented its all-island survey. The survey identified four themes: stigma; connection; supporting clergy to support others; and faith as a support for mental health. The project offered a training programme in which over 400 clergy and lay members of the Church of Ireland have participated, and introduced a Clergy Assistance Programme. A seed funding programme, managed by the MindMattersCOI team and funded by Benefact Trust, provided over €150,000 total funding for 74 mental health-related initiatives. The current phase of the project will conclude with a MindMatters all-island conference which will take place on Friday 20 October 2023.

The RCB is grateful for the generosity of Benefact Trust in support of these projects.

## Church Fabric and Development Fund

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

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

During 2022 the Church Fabric and Development Fund sub-group approved the following grants from the central fund:

- |  |          |
|--|----------|
| ➤ Flourish Environmental Initiative (Armagh) | €8,500   |
| ➤ Properties Energy Efficiency Grants        | €100,000 |
| ➤ Church of Ireland Deans Conference         | €500     |

The Properties Energy Efficiency Grants represent a significant commitment to the climate change initiatives of the Church. The development of the criteria for applications has been referred to the RB Property Committee and due to trust restrictions is likely to be restricted to energy efficiency projects relating to churches vested in the RCB.

## RB General Unit Trusts

Parishes, Dioceses and other Church of Ireland organisations may invest in the RB General Unit Trusts. There are two separate Unit Trusts: one for Euro investments, the RB General Unit Trust (RI), and one for Sterling investments, the RB General Unit Trust (NI). During 2022 the RCB investment staff documented investment processes and developed new performance reports providing the RB Investment Committee with return and benchmark information enabling the Committee to make appropriate and timely investment decisions.

These funds are managed by the RCB investment team with the units paying bi-annual dividends. The dividend yield based on average bid price for the year to 31 December 2022 and capital decline during the year for both units was:

	<u>Dividend yield</u>	<u>Change in unit price</u>
RB General Unit Trust (RI)	2.85%	-11.5%
RB General Unit Trust (NI)	2.74%	-7.2%

The RB Executive Committee took the decision during 2022 to increase the December dividend per unit to 4.7c for the RB General Unit Trust (RI) (2021: 4.2c) and to 5p for the RB General Unit Trust (NI) (2021: 4.5p).

## Clergy Pensions

There are three clergy pension schemes supporting the post-retirement needs of members of the clergy.

The defined benefit pension scheme, the Clergy Pensions Fund ('CPF'), was closed to future accruals in May 2013. The scheme is administered by the RCB. During 2022, the RCB (as Sponsor) agreed to provide the CPF with a contingent secured loan for €20m to enable the Trustee of the CPF to pursue a growth strategy to maximise future benefits and the ability of the scheme to provide pension increases.

At the year end the value of the CPF was €192m (2021: €212m).

At the end of 2023 the CPF is due to exit the Funding Proposal that was agreed between the Trustee of the CPF, the RCB as Sponsor and the Pensions Authority in 2013. During 2023 the Trustee will review the financial position of the CPF to determine the ability of the scheme to increase pensions in payment and future pensions payable.

In addition to any accrued pension benefits under the CPF, serving clergy who are members of either the Church of Ireland Clergy Defined Contribution Pension Scheme, NI or the Clergy Defined Contribution Pension Scheme, RI accrue additional defined contribution pension benefits.

During 2022 policies were developed and documented in order to ensure that each of the RCB administered pension schemes is compliant with the European Union (Occupational Pension Schemes) Regulations, 2021 ('IORP II').

## **Clergy Parental Sabbatical Policy and Clergy Permanent Health Insurance Policy**

In June 2022 the Standing Committee of General Synod approved a Clergy Parental Sabbatical Policy and a Clergy Permanent Health Insurance Policy under the Dignity in Church Life Charter. An implementation oversight committee was established to monitor the implementation of the Clergy Permanent Health Insurance Policy and this committee recommended some minor amendments which were approved at the September meeting of the Standing Committee.

## **Property and Trusts**

The RCB acts as trustee for over 2,000 properties for which it safeguards the title documentation, thus reducing trustee liability and removing the need to have local trustees. During 2022, the Property department developed policies for the closure and disposal of redundant churches, a property response to the needs of Ukrainian refugees and criteria for the allocation of energy efficiency grants. The department worked with the Investment department on the development of the RCB Climate Change policy.

The RCB in 2022 finalised the purchase of a residence for the Bishop of Tuam, Limerick and Killaloe in Westport, in the northern part of the dioceses.

The RCB is trustee for approximately 18,000 trusts entrusted to the RCB by parishes, dioceses and by way of bequest. The RCB has a responsibility to administer these trusts and to coordinate the distribution of the trust income in accordance with the trust objects.

## **Library and Archives**

This year the RCB Library marked its 90<sup>th</sup> anniversary. The RCB Library provides a central archive for parish and diocesan records many of which are then catalogued, digitized and made available for future reference. The Library has a large collection of printed books, parish collections, manuscript collections, diocesan registry collections, cathedral archives, architectural drawings, photographs, the Gloine Digital Archive and the administration records of the RCB, General Synod and the House of Bishops.

Each month, the Library staff produce an Archive of the Month highlighting different aspects of the Library collection. During 2022, a combination of cramped conditions and outdated facilities led to an outbreak of mould in the Library's strongrooms. While this has been remedied, the RCB will be seeking to explore how best to house the Library's valuable collection.

During the year further progress was made in digitizing the Library's collection, and at the end of 2022 the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media confirmed a further grant of €30,000 for a third phase of the digitization work.

The Library consulted with the Education department and government bodies during 2022 to develop a policy for the custody of primary school records in the Republic of Ireland. This policy provides for the archiving of these primary school records at local county libraries.



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The RCB Library supports the Church of Ireland Theological Institute by providing a place of study for theological students, and provides public access to its collections as appropriate.

### **Climate Change**

The RCB has continued its commitment to addressing climate change across all areas of its operations. This has been achieved through remote working, hybrid meetings, and financial support for climate change initiatives. The RCB remains one of the largest funders of Eco-Congregation Ireland, though which we seek to encourage parishes to take steps to protect the environment. A new RCB Climate Change policy was developed during 2022 to provide further urgency to address this important global issue. The policy is included as Appendix A (page 83).

### **The year ahead**

In November, the RCB was informed of the decision of the joint committee of the Dioceses of Down and Dromore and Connor to sell Church House Belfast. During 2023 we will be working with the Dioceses to seek alternative offices consistent with our commitment to maintain offices in Belfast.

### **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 retired or left the RCB during 2022: Jim Ryan, Interim Investment Manager; Dr Catherine Smith, Synod Officer; and Robert Gallagher, Library Administrator.

We welcomed the following staff to the RCB: Rachael Murphy as Children and Families Development Officer; Gillian Taylor as Safeguarding Officer for Northern Ireland; Dr Nicole Gallagher as Synod Officer; Aisling Irwin as Assistant Archivist; Heather Jestin to her new role as Publications and Directory Administrator; George Madden to his new role as Junior Investments and Trusts Analyst; and Stuart Wilson to his new role as Compliance and Committee Support.

### **Obituary**

It is with great regret that we note the passing of the Very Rev Alistair Grimason, who served as a member of the Representative Body since 2008 and who died in November 2022. May he rest in peace.

## FINANCIAL AND OPERATIONAL REVIEW 2022

The accounts of the Representative Church Body (RCB) commence on page 53.

- **Commentary**

- A) The Statement of Financial Activities (SoFA) of the RCB is shown on page 64. 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 or 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 or losses and opening and closing value of the funds.

### ***RCB activities and General Funds***

General Funds total funds decreased in value by €18.08m to €230.59m. This is due to unrealised gains on investment revaluation, gains on the sale of investments, a decrease in resources and currency losses which were partly offset by other recognised gains.

### ***Incoming resources***

The RCB operates a Total Return model which recognises income and capital appreciation. The Total Return 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 €5.09m shows an increase on the prior year of €0.72m (2021: €0.20m increase). Investment income of €3.95m sees an increase on the prior year by €0.72m (2021: €0.48m). 2022 benefited from a full years investment income from external fund managers, as the funds transitioned and were repositioned during quarter four 2021, from in-house management to external fund management.

As noted, General Funds is a Total Return fund which is not biased towards income generation.

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Grants and other income of €0.58m include €0.45m from Benefact Trust (previously Allchurches Trust) to support the church wide MindMatters and Refugee projects along with other specific projects for which the RCB is most grateful, and €0.11m investment income generated from the proceeds of the sale of St Mary's Home to support ministerial training. The RCB also received €0.02m under the VAT compensation scheme in 2022 relating to VAT paid in 2021 on goods and services. Profit on the sale of an RCB property of €0.18m was realised during the year. Subvention from the Stipends Fund of €0.12m (2021: €0.13m) and the Church of Ireland College of Education Trust Fund of €0.15m (2021: nil) is received to support ministerial training costs.

### ***Resources expended***

Expenditure for 2022 shown in the SoFA is analysed in greater detail on page 75 (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 overheads 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 €3.87m shows an increase of €0.34m on the prior year (2021: €3.53m). A simplified analysis of cost of operations can be found on page 26 within the table “Simplified RCB and General Funds Income and Expenditure”.

Payroll and related costs less recharges see a decrease mainly due to re-organisation savings and staff vacancies.

Cost of charitable activities see an increase of €0.38m on the prior year and relates to grants paid to the wider church for the MindMatters and Refugee projects of €0.30m (2021: €0.04) and set up costs for the church wider Pioneer Ministry initiative of €0.04m (2021: Nil). Cost of governance sees an increase due to an increase in central committee expenses as committees return to physical meetings in 2022.

Other operating costs see an increase of €0.05m due to an increase in professional fees to support specific legal advices and Clergy Death in Service costs being supported by the RCB due to the 2% Diocesan levy being insufficient to meet total death in service premium costs. Other operating costs include the provision of legal, taxation, financial and general professional services. A portion of other operating

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costs is represented by pension advice, administration, IORP II compliance and trustee fees to support the clergy defined contribution pension schemes.

The total resources expended which are chargeable against General Funds of €3.11m (2021: €2.96m) an increase of €0.15m on the prior year.

### ***Allocations expended***

Allocations expended in the year of €3.44m (2021: €3.51m) show a decrease on the prior year by €0.07m mainly due to a decrease in the allocation required to support the maintenance of the stipendiary ministry and training of ordinands. The sterling rate of exchange at the 31 December 2022 was more favourable than the period year rate of exchange. Total underspent allocations for the year amounted to €0.24m (2020: €0.26m).

### ***Special cost of living grants to retired clergy***

The RCB approved the payment of special cost of living grants to retired clergy with pension benefits from the Church of Ireland Clergy Pensions Fund, as pension in payments have been frozen for 10 years. The total special payments approved from General Funds was €0.95m and are intended to help towards alleviating current financial pressures retired clergy face. The payments are to be spread over 2022 and 2023, with €0.12m paid in 2022 and €0.83m to be paid in 2023. In total over 450 payments were made to retired clergy in Ireland and Northern Ireland.

### ***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 €18.08m (7.3%) to €230.59m (2021: €248.67m). This decrease is accounted for by unrealised losses on revaluation of invested assets of €43.97m, realised gains on the sale of investments of €28.27m and currency loss due to a less favourable sterling year end exchange rate. Investment markets faced volatility during 2022 with rising inflationary pressures, an energy crisis, and the Ukrainian / Russian conflict. While the markets saw a modest recovery in quarter four 2022, the market outlook remains challenging.

### ***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 €28.13m (7.2%) to €361.50m (2021: €389.63m). This decrease is accounted for by unrealised losses of €38.04m on investment revaluations, realised gains on the sale of invested assets of €0.49m and currency loss due to a less favourable year end currency exchange. Net receipts amounted to €13.79m (2021: €29.34m net withdrawals).

The 2022 distribution payment to unit holders saw an increase of 0.5 cent in ROI to 12 cent per unit and an increase of 0.5 pence in NI to 11.3 pence.

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### B) Balance Sheets

The net assets shown in the Balance Sheets (page 66) 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.
- General Funds are the funds available for the operating expense of the RCB and for funding allocations. Total fund values decreased by €18.08m to €230.59m as detailed above in General Funds. Invested fund assets decreased from €237.55m to €219.49m, a decrease of 7.6%. The investment markets faced volatility during 2022 with rising inflationary pressures, an energy crisis, and the Ukrainian/Russian conflict. The General Fund benefited from a favourable year end exchange rate. While the markets saw a modest recovery in quarter four 2022, the market outlook remains challenging.

Fixed Assets, loans, cash and bank balances, debtors and creditors make up €11.10m of net other assets.

- Parish, Diocesan and Other Trust Funds invested assets and bank deposits shown on the balance sheet belongs to parishes, dioceses and to other Church of Ireland trusts. Total fund values decreased by €28.13m to €361.50m as detailed above in Parish, Diocesan and Other Trust Funds. Invested fund assets decreased from €354.54m to €322.87m, a decrease of 8.93%. Investment markets faced volatility during 2022 with rising inflationary pressures, the energy crisis, and the Ukrainian / Russian conflict. While the markets saw a modest recovery in quarter four 2022, the market outlook remain challenging. The fund is bias towards dividend paying stocks. Cash balances held by the RCB on behalf Parishes, Dioceses and other trust funds are €38.63m at 31 December 2022.

- **Allocations (page 64)**

Allocations budgeted for 2023 are provided for in 2022 as a reserve and will be drawn down in 2023. The amount provided is €4.04m and is gross of subventions. A detailed table of the 2023 budget is available on page 29. Allocations have been supported by a subvention from the Church of Ireland College of Education Fund Trust of €0.15m (2022: €0.15m). The RB Allocations Committee is most grateful to the Church of Ireland College of Education Fund Trust for this valuable support and to the RB Stipends Committee for its support in prior years.

- **Simplified income and expenditure**

A simplified table is included below to aid understanding of RCB income and expenditure for 2022 with comparatives for 2021. This is based on the traditional income and expenditure model. Analysis under the Total Return model is included in the table on page 27.

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**Simplified RCB and General Funds (GF) income and expenditure**

	2022		2021	
	RCB €'000	GF €'000	RCB €'000	GF €'000
Investment Income		3,954		3,230
Other Income		1,136		1,143
<b>Total Income</b>		<b>5,090</b>		<b>4,373</b>
Expenditure				
Payroll (less recharges) and related costs	(1,936)		(2,010)	
Central Office costs	(406)		(457)	
Depreciation	(317)		(313)	
RCB Library Costs	(254)		(224)	
Custodian and investment analysis fees	(91)		(73)	
Professional Fees (general)	(177)		(126)	
Professional Fees (Clergy DC Pension Funds)	(144)		(147)	
Payroll to retired staff	(62)		(62)	
Central Committee Expenses	(59)		(9)	
Audit Fees	(79)		(72)	
Church wide MindMatters project	(207)		(37)	
Church wide Refugee project	(96)		-	
Pioneer Ministry initiative	(39)		-	
<b>Total expenses</b>	<b>(3,867)</b>		<b>(3,530)</b>	
Expenses to be charged to Parish, Diocesan and Other Trust Funds	761		572	
<b>Total expenses to be charged to GF</b>	<b>3,106</b>	<b>(3,106)</b>	<b>2,958</b>	<b>(2,958)</b>
Allocations expended		(3,437)		(3,513)
Special cost of living payments to retired clergy		(949)		-
Covid-19 Parish Support Grants		-		(820)
<b>Total expenditure, allocations and grants</b>		<b>(7,492)</b>		<b>(7,291)</b>
<b>Decrease in resources</b>		<b>(2,402)</b>		<b>(2,918)</b>
Other recognised gains and losses				
Investment losses		(15,706)		43,468
Other reserve movements		26		333
<b>Net gain in funds</b>		<b>(18,082)</b>		<b>40,883</b>
<b>Total funds brought forward</b>		<b>248,668</b>		<b>207,785</b>
<b>Total funds carried forward</b>		<b>230,586</b>		<b>248,668</b>

Note: This table will reconcile to the SoFA (page 64) under the General Funds column.

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- **Total Return**

The RCB adopted a Total Return approach in 2012 to managing General Funds invested assets and the withdrawals from General Funds. Subsequent to a review of Total Return the RCB set a sustainable target return from invested assets in 2017 of 3.5% (2016: 4.0%). For 2022 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 2022 of €6.42m (2021: €6.30m). The actual withdrawal required to support cost of operations, allocations, net exceptional items, net of other income was below the target withdrawal of 3.5% at 3.46% (2021: 3.44%). On a total return basis 2022 recorded a surplus of €0.07m after cost-of-living grants to retired clergy of €0.95m was provided for.

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 2022 with prior year comparison.

	<b>2022</b>	<b>2021</b>
	<b>€m</b>	<b>€m</b>
<b>Total Return</b>		
Permitted Total Return withdrawal from invested assets	€6.43m	€6.30m
Other operating income	€0.94m	€0.51m
Profit on disposal of Fixed Assets	<u>€0.18m</u>	<u>€0.63m</u>
<b>Total incoming resources</b>	<b>€7.55m</b>	<b>€7.44m</b>
Cost of operations and allocations	(€6.53m)	(€6.47m)
Special cost of living payments to retired clergy	(€0.95m)	-
Parish Covid-19 Support Grant	<u>-</u>	<u>(€0.82m)</u>
<b>Surplus from invested assets</b>	<b>€0.07m</b>	<b>€0.15m</b>

Note: It is not intended that this table will reconcile back to the SoFA on page 64.

- **Currency translation rates**

Year-end sterling balances have been translated into euro a rate of €1 = £0.8853 or £1 = €1.129 (2021: €1 = £0.8413 or £1 = €1.188).

## ALLOCATIONS BUDGET PROVIDED FOR 2023

Allocations provide financial support for Church-wide activities. The detailed allocations analysis for 2023 with 2022 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 2023 allocations budget is set out below and is net of subventions. Sterling balances have been exchanged at 0.8853 for 2023 budget and 2022 comparisons.

	2023		2022	
	€	%	€	%
A. Maintenance of the stipendiary ministry				
• Episcopal costs	958,637	24.6	873,951	25.6
• Chaplaincy costs	299,157	7.7	285,011	8.4
• Miscellaneous	76,891	2.0	79,538	2.3
B. Pension related costs	99,136	2.6	103,089	3.0
C. Training of ordinands	1,101,092	28.3	971,475	28.5
D. General Synod activities	1,149,056	29.6	1,079,520	31.7
E. Miscellaneous	16,389	0.4	15,889	0.5
F. Pioneer Ministry	190,259	4.8	-	0.0
	<u>3,890,617</u>		<u>3,408,473</u>	



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**2023 ALLOCATIONS BUDGET**

	2023	2022	2023	2022
	€	€	£	£
<b>A. Maintenance of the stipendiary ministry</b>				
Episcopal Stipends and Expenses	1,023,431	954,389	847,387	789,321
less Episcopal Levy	<u>(471,176)</u>	<u>(447,177)</u>	<u>(487,617)</u>	<u>(464,647)</u>
	552,255	507,212	359,770	324,674
Deans of Residences/University Chaplains	106,704	99,370	148,593	144,039
Queen’s University, Belfast, Bursar	-	-	18,015	16,538
C of I in Queen’s University, Belfast	-	-	2,000	2,000
C of I in Trinity College, Dublin	2,000	2,000	-	-
Clerical Relief - Children’s Allowances	23,000	25,000	23,000	25,000
- Discretionary Grants	4,000	4,000	3,000	3,000
Stipends Related Costs	19,522	17,910	-	-
St Patrick’s Cathedral, Dublin	1,000	1,000	-	-
	<u>708,481</u>	<u>656,492</u>	<u>554,378</u>	<u>515,251</u>
<b>B. Pension related costs</b>				
Clergy Pensions Fund	50,000	50,000	43,500	43,000
Discretionary Grants				
- Retired Clergy	-	-	-	4,000
	<u>50,000</u>	<u>50,000</u>	<u>43,500</u>	<u>47,000</u>
<b>C. Training of Ordinands</b>				
Training of Ordinands	328,092	370,418	-	-
Theological Institute	900,000	845,000	-	-
C of I College of Education	(150,000)	(150,000)	-	-
Stipends Fund	-	(100,000)	-	(15,000)
Bishops’ Selection Conference	23,000	23,000	-	-
	<u>1,101,092</u>	<u>988,418</u>	<u>-</u>	<u>(15,000)</u>
<b>D. General Synod activities</b>				
General Synod/Standing Committee	531,622	497,837	236,181	223,982
Board of Education	40,217	31,104	97,791	96,407
Church of Ireland Youth Department	-	-	155,000	145,000
Safeguarding Officers	11,000	11,000	12,300	12,300
	<u>582,839</u>	<u>539,941</u>	<u>501,272</u>	<u>477,689</u>
<b>E. Miscellaneous</b>				
RCB Library	12,000	12,000	3,000	3,000
Regular Sunday Services in Irish	1,000	500	-	-
	<u>13,000</u>	<u>12,500</u>	<u>3,000</u>	<u>3,000</u>
<b>F. Pioneer Ministry</b>				
Pioneer Ministry	186,759	-	-	-
RCB Co-Ordination Support	3,500	-	-	-
	<u>190,259</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>2,645,671</u>	<u>2,247,351</u>	<u>1,102,150</u>	<u>1,027,940</u>

- **Commentary**

***A. Maintenance of the stipendiary ministry – €1,334,685***

The total cost of Group A is budgeted at €1,334,685 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 €958,637. 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 2023 at €1.98m (2022: €1.85m). The episcopal costs net of episcopal levy contributions are budgeted at €0.96m or 72% of Group A costs (2022: €0.87m or 70%). The episcopal levy for 2023 is set at 5.8% of MAS, a decrease from 6.0% in 2022. The episcopal levy for 2023 is budgeted to contribute €1.02m or 51.6% (2022: €0.97m or 52.7%) of the total episcopal costs. The cost per cure for 2023 is £1,966 and €2,441 (2022: £1,866 and €2,317). A more detailed breakdown of episcopal costs is shown on page 36.

Other amounts included in Group A support university deans of residence and children's and discretionary allowances paid to clergy. Funding is provided to support a Belfast city-wide university chaplaincy project which will run up to 31 August 2023. Total allocation to support third level chaplaincy is budgeted at €0.30m for 2023 (2022: €0.29m).

***B. Pension related costs – €99,136***

The total cost of Group B is budgeted at €99,136 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 2023 is budgeted at €50k and £43k. 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 – €1,101,092***

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 2023 which is net of subvention from the Church of Ireland College of Education Fund Trust, shows an increase of €0.13m to €1.10m on the 2022 cost of €0.97m.

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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 2022/23 receive a personal grant of €8,687 and single student's grant is €6,932. Accommodation grants and travel allowances are provided to students in their final intern year. The total budgeted costs for 2022/23 of training of ordinands are €328,092 (2021/22: €370,418). For the academic year 2022/23 total student numbers are 14 ordinands in full-time training and 15 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 2023/24 is €900,000 (2022/23: €845,000).

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2022 are included as Appendix B (page 85).

### ***D. General Synod activities – €1,149,056***

The General Synod budget of €1,149,056 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 an increase on prior year of €70k. This increase is mainly due to an increase 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 – €16,389***

The total cost of Group E is €16,389 and represents an allocation of €15,389 to the RCB Library. €1,000 is provided for the maintenance of the Irish language as part of regular Church of Ireland worship.

### ***F. Pioneer Ministry – €190,259***

The total cost of Group F is €190,259 and represents an allocation of €186,759 to support the Pioneer Ministry National Leadership team costs, part-time administrator, annual national conference and other general expenses. There is also an allocation of €3,500 to provide RCB co-ordination support for the project.

## **INVESTMENTS AND MARKETS**

### **• Economic environment and 2023 outlook**

The International Monetary Fund (IMF) latest forecasts predict a fall in global growth to 2.3% in 2023 but a slightly higher projection of 3.1% for 2024. A moderation in the pace of inflation and the re-opening of China following its 'zero tolerance' Covid

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policy have been taken as positive signals by investors and have contributed to a strong start to 2023.

However, the factors at the root of the market volatility seen over the last year have not gone away. The balance of risks remains tilted to the downside as economic growth remains key and depends on several factors such as inflation, monetary policy and geopolitical tensions.

As central banks conclude their tightening cycles and uncertainty diminishes investors will look to global equity valuations which are back to their long-run averages, although the US still is elevated. The next leg of the story for equity markets is likely to be driven by earnings and we expect some correction having been resilient to date. Drawdowns will create opportunities as investors begin to look towards 2024 and a more positive growth outlook.

### *Equities*

An aggressive rate hiking cycle and quantitative tightening from central banks has led to a large withdrawal of liquidity from the system, leading to lower asset prices. Equity markets saw negative returns unseen for many years in 2022 with the wider European equity index down -9.9% and the MSCI World -18%% (-13.2% in EUR). The year saw pockets of recovery but was marked by volatility.

This backdrop saw the cost of capital increase and was reflected in a decline in growth stocks, such as Tech and outperformance from value stocks and sectors which tend to be more defensive in nature.

The UK Equity market held up well on a relative basis with the FTSE All-Share ending the year broadly flat at +0.2% (GBP) on a Total Return basis. The higher exposure of the UK market to Energy helped here although the RCB Funds do not invest in companies involved in the extraction of Fossil Fuels.

### *Interest rates and bonds*

Bond markets, which usually provide some protection in a down market, fell heavily as bond yields rose at a greater pace and magnitude than anticipated.

Central banks raised rates aggressively over the year to counteract surging inflation. The Federal Reserve raised rates by 425 basis points in 2022, the largest increase in a calendar year since 1980 to end the year at 4.5%. The European Central Bank and Bank of England hiked by 250 bp and 325bp to end the year at 2.5% and 3.5% respectively.

Higher interest rates resulted in increased bond yields (prices decreased) with 10-year yields in the US rising from 1.5% to 3.9% by the end of the year. Similarly German yields rose from -0.2% to 2.6% and UK yields from 1.0% to 3.7% during the reporting period.

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Bond exposure below benchmark allocation to fixed income securities and an exposure to High Yield helped to some extent although with UK bonds down 23% and Euro bonds -17% the portfolios were still impacted.

These yield levels offer more attractive entry points for fixed income, particularly in the context of an improving inflation backdrop and increasing visibility regarding terminal rates.

### *Property*

Property acts as a useful diversifier versus conventional bonds and equities and offers an attractive and relatively secure source of income. Property investments are mainly owned via IPUT and PITCH, while the external fund managers may also allocate some of their equity holdings via quoted REITs (Real Estate Investment Trusts).

Property investments (IPUT) produced a -2.5% return while UK property returns were -13.1% reflecting higher yield compression in the UK and more secondary assets. These assets performed strongly in the first half but interest rate increases have impacted asset values, particularly in Q4.

### *Alternatives*

Alternatives outperformed other growth asset classes again in 2022 with returns in the region of 12-15 per cent across the funds as various portfolios across infrastructure and private equity funds made additional disposals at attractive multiples and returned capital to investors.

- **General Funds**

Total return for the year was -7.4% versus the benchmark return of -14%. The Fund benefits from its Total Return focus facilitating a more flexible approach to a broader market range, i.e. both value and growth stocks with no dividend yield demands.

The Fund had a 25% exposure to Fixed Income versus a BM exposure of 35%. The majority of this is managed by Alliance Bernstein whose European Income portfolio returned -13.3% in 2022 ahead of the Fixed Income benchmark at -16.9%.

The Fund continued with its disposal of Pilgrim specialist equity fund which returned in excess of 50% in 2022, following gains of 100% in 2021. This holding has now been fully exited. The exit was part of a planned disposal process initiated in 2020 on both ESG and risk management grounds.

- **Unit Trusts**

The RB General Unit Trust (RI) delivered a total return for the year end 31 December 2022 of -7.7% versus the benchmark return of -8.7%. Higher yielding income stocks and defensive sectors outperformed growth over the period and the Fund's income

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objective suited this market. European equities fell 10% over the period but valuations now look attractive on a relative basis.

The RB General Unit Trust (NI) delivered a total return for the year ended 31 December 2022 of -3.5% versus the benchmark return of -4.9%. Outperformance here was driven by an underweight bond exposure in a period where the UK Bond BM fell by a hefty 23% but is now showing signs of stabilisation. Global equity exposure also benefited from currency revaluation gains due to stronger USD and Euro versus sterling although this was offset by a lower Global equity weighting vs BM and a lower exposure to UK equities.

The distribution rate for the RB General Unit Trust (RI) was 12.0c for the calendar year to 31 December, representing a yield of 2.85% and an increase of 4.3% year on year. The distribution for the RB General Unit Trust (NI) was 11.3p for the calendar year for an equivalent yield of 2.74% and an increase of 4.6%. Having drawn on the Dividend Equalisation Reserve in 2020 and 2021 to pay the distribution, it is pleasing that the distribution was able to be increased whilst also transferring Funds to the Reserve to provide for income stability into the future.

The financial statements for the RB General Unit Trusts (RI) and (NI) and extracts from the investment manager's reports for the year ended 31 December are set out in Appendix C (page 87).

- **Clergy Pensions Fund**

The Clergy Pensions Fund achieved a return of -6.8% for the year (2021: 16.0%).

The passive element of the Fund managed by ILIM represented 55% of total assets at the end of 2022, down from 57% at the end of 2021. The ILIM portfolio decreased by 12.6% in 2022 following a 15% increase in 2021.

The overall fund was split 57% growth assets (including equities and real assets) 43% 'de-risked assets' (including cash and low risk bonds) and is broadly consistent with the agreed 60/40 Growth/De-risked objective outlined in the Statement of Investment Policy Principles (SIPP) as agreed by the Trustee.

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

The RB Investment Committee conducted its usual annual assessment of ESG risk and portfolio holdings in 2022. A new ESG reporting template was introduced and circulated to all External Fund managers to ensure consistency of approach. Submissions were received and no breaches were reported. The RCB's ESG restrictions are also applied to the Clergy Pensions Fund which is managed passively by ILIM.

From time to time investments may be made in pooled Funds to which ESG criteria may not be applied. The Investment Committee monitors exposure of these Funds to excluded sectors as per the RCB's ESG Investment Policy and shall consider divestment where any material breaches are identified.

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The RCB’s updated ESG Investment Policy statement is included as Appendix D (page 98).

### CLERGY REMUNERATION AND BENEFITS

#### • Minimum Approved Stipends (MAS) 2023

The Standing Committee of General Synod determines levels of MAS annually on behalf of the General Synod in accordance with Section 51(1) of Chapter IV of the *Constitution of the Church of Ireland*. MAS levels are determined in September for the following year, taking into account economic data, conditions, earnings trends and indices on 30 June. Recommendations on MAS levels are initially brought to the Representative Body by the RB Stipends Committee, which considers movements in inflation and general earnings levels as well as the ability of parishes in both jurisdictions to pay. The Stipends Committee was also mindful of the extent to which MAS has tracked CPI over the past number of years and the dangers of allowing MAS to fall behind inflation.

*Northern Ireland* – The Consumer Price Index for the year to 30 June 2022 was 9.4% reflecting the cost-of-living issues which have been prevalent throughout 2022. The Stipends Committee in reviewing Northern Ireland MAS recommended to the Representative Body a 9% increase from 1 January 2023.

*Republic of Ireland* — Similar to UK inflationary statistics, inflation in the Republic of Ireland has increased. The Consumer Price Index to 30 June 2022 was 9.1%. The Stipends Committee in reviewing the Republic of Ireland MAS recommended to the Representative Body that a 9% increase be applied.

The Standing Committee received and agreed a recommendation from the Representative Body that a 9% increase be applied to the Minimum Approved Stipend for 2023 in both Northern Ireland and the Republic of Ireland. Consequently, levels of Minimum Approved Stipend for 2023 are:

	2023	2022
Northern Ireland	£33,900	£31,100
Republic of Ireland	€42,090	€38,616

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### • **Episcopal costs**

The breakdown of total episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€	€	£	£
	2023	2022	2023	2022
(1) Stipends together with state insurance costs	483,231	449,320	357,747	327,903
(2) Pension costs	103,910	96,348	72,159	67,597
(3) Offices of the Sees expenses	294,979	294,895	183,255	173,721
(4) See Houses and other costs	372,106	335,789	273,616	259,387
<b>Totals (gross)</b>	<b>1,254,226</b>	<b>1,176,352</b>	<b>886,777</b>	<b>828,608</b>
(5) Less endowment income	(230,795)	(221,963)	(39,390)	(39,287)
<b>Totals (net of income)</b>	<b>1,023,431</b>	<b>954,389</b>	<b>847,387</b>	<b>789,321</b>

*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. From 2021 onwards administration recharges are included in the above figures.*

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 2023**

Since 1 January 2017, the rate of locomotory allowances has been set at the relevant revenue authority rates for each jurisdiction, plus an additional rate which would be



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subject to social insurance payments. In the Republic of Ireland, the Revenue Commissioners increased the approved rates and the Stipends Committee recommended an increase to the additional rates as detailed below in recognition of inflationary pressure on fuel prices. In Northern Ireland the rates approved by HMRC remain the same, but the additional rate recommended by the Stipends Committee was increased in recognition of inflationary pressures on fuel prices. Locomotory rates for 2023 are as shown below:

### ***Republic of Ireland*** – Revenue Commissioners approved rates:

Distance bands	Engine capacity up to 1200cc	Addtl rate	Engine capacity 1201- 1500cc	Addtl rate	Engine capacity 1501cc & over	Addtl rate
1 0-1,500km	41.80c	44c	43.40c	44c	51.82c	39c
2 1,501-5,500km	72.64c	20c	79.18c	17c	90.63c	9c
3 5,501-25,000km	31.78c	17c	31.79c	15c	39.22c	10c
4 25,001km & over	20.56c	15c	23.85c	13c	25.87c	9c

***Northern Ireland*** – Clergy are now requested to submit, annually, a return of mileage carried out in the course of their ministerial duties.

Should the locomotory allowance paid exceed the HMRC permitted allowance by the number of miles travelled (45p per mile on all miles for NIC purposes) there will be a calculation for NIC on the excess.

HMRC approved rates (liability to income tax on any allowance paid which exceeds business miles travelled by HMRC rates).

first 10,000 miles @ 45p per mile  
after 10,000 miles @ 25p per mile

In 2021 the RCB simplified the existing mileage bands and introduced new mileage bands. The rates were increased for 2023. The bands provide for an allowance of the first 10,000 miles at 60p and miles after 10,000 at a rate of 20p per mile. The bands are illustrated in the table below:

Example miles	Allowance at 60p per mile up to 10,000 miles	Addtl rate per mile	Addtl allowance	Total rate per mile	Total allowance
Up to 10,000	£6,000	0p	Nil	60p	£6,000
At 15,000	£6,000	20p	£1,000	46.67p	£7,000
At 17,000	£6,000	20p	£1,400	43.53p	£7,400

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- **Children’s Allowances 2022/2023**

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 2022	
	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](http://www.ireland.anglican.org/cmsfiles/pdf/AboutUs/EducationAssistance.pdf)

- **Clergy car loans**

In 2020 the RCB reviewed the practice of providing car loans to members of the stipendiary clergy. Following this review the RCB suspended the provision of providing new car loans from 1 July 2020 onwards and in December 2022 decided that the practice of providing car loans should cease permanently.

At 31 December 2022 there were 2 loans outstanding with a total value of €2,233.

- **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 received 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.scottishwidows.co.uk/save/churchofirelandclergy/](http://www.scottishwidows.co.uk/save/churchofirelandclergy/)>

**Republic of Ireland members:** <[www.zurich.ie/connect/coi/home/](http://www.zurich.ie/connect/coi/home/)>

The annual reports of the scheme trustees are included in Appendix E (page 100).

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 on equal footing with the colleague who has not yet reached normal retirement age.

Members of both Schemes are encouraged to review their pension scheme to ensure that it is invested in the most appropriate funds to 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 F (page 103). 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 2022 is attached as Appendix G (page 147).

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](mailto:pensions@rcbdub.org)> Tel +353-(0)1-4125630

## PROPERTY AND TRUSTS

- **Summary**

In 2022 we began the process of opening up after two years of lockdowns and enforced social distancing which prevented us meeting in person. As parishes got back to meeting together and using their buildings again so the work of the Property and Trusts Department increased correspondingly.

Meetings in the first half of the year continued remotely with the first in-person meeting held in June. The RB Property Committee has agreed that in the future the meetings in November and January will be held remotely and the meetings in March, June and August will be held in person.

Applications for funding from the sources available North and South continue to be made and it was good to get approval for a new Energy Efficiency Grant that will be accessible to parishes later in 2023 for works that are linked to reducing their carbon footprint.

- **Property**

Over the course of the year the Property Committee dealt with 224 property transactions. Among the items considered were requests to carry out alterations to properties held in trust by the RCB, requests for the sale and purchase of glebes and land, and requests to lease/licence property.

The Committee also approved guidelines on the closure and disposal of redundant churches, guidelines for our response to the Ukrainian crisis, criteria for the Energy Efficiency Grant and appropriate wording for a request to be made to the Government to include Church property in the State funded Energy Grants Scheme in the Republic of Ireland.

As recovery from the pandemic continues parishes are constantly seeking ways to raise funds and in some cases this has involved a request to lease the rectory during a period of vacancy. Changes to legislation in 2022 have resulted in the Committee rejecting a number of these requests on the basis that the legislation in the Republic of Ireland is now very much weighted in favour of the tenant and there is a very real possibility that regaining possession of the rectory may prove difficult.

In August we marked the retirement from the Property Committee of Mr Ronnie Colton from Meath and Kildare Diocese who was standing down after 21 years of service on the Committee.

In November we completed the purchase of a property in Westport for use by the Bishop when he visits the Northern part of the diocese of Tuam, Limerick and Killaloe. We hope this property will be ready for occupation in the spring of 2023.

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In line with the episcopal appointments made during 2022 the houses in Limerick and Kilkenny had vacancy works carried out prior to the bishops taking up residence.

### • **Trusts**

2022 was the year of bedding in new trust processes developed during the previous two years and the assumption of responsibility for some administrative processes that would have formerly been managed by the Finance Team; these include the production of end of year Trust Valuation Reports and confirmation of the monthly investment and divestment transactions to the relevant parties.

The Trusts team added new trusts and additional investments were made to existing trusts, involving both parishes and non-parish bodies. A list of funds received in 2022 on behalf of parishes, dioceses and special trusts is included as Appendix H (page 154).

In May a new role of Junior Investment and Trusts Analyst was created. This means that there is a closer working relationship between the Trusts and Investment departments, enhancing the service provided by the two teams.

Towards the end of the year, work commenced on analysing specific groups of trusts including those that fall under the remit of the House of Bishops, the Church of Ireland Pensions Board and the Church of Ireland Theological Institute, and the categorization of trusts for the transition to SORP charities accounting. This work will continue into 2023. In addition, the analysis of third-party trusts – those invested in the RB General Unit Trusts but where the RCB is not trustee – will be undertaken during 2023.

### • **Church Fabric and Development Fund**

The Church Fabric Fund is held for the repair of certain church buildings (fabric grants) since 1930 and is governed by Part IV of Chapter X of the *Constitution of the Church of Ireland* <[www.ireland.anglican.org/about/the-constitution](http://www.ireland.anglican.org/about/the-constitution)> and managed by the RCB. In 2016 it was renamed “Church Fabric and Development Fund” with Chapter X being amended to extend the scope of the Fund to include the development of initiatives supporting the long-term mission of the Church. 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 longer term.

Church Fabric and Development Fund fabric grants of €10,300 and £90,350 were allocated by the RCB during 2022 from the income of the Fund on the recommendation of the Primate. Please see below for a list of churches who were awarded grants in 2022.

Diocese	Church	Amount	
		£	€
Clogher	Enniskillen		47,300
Derry	Londonderry, Christ Church		3,750
Down	Knock		34,100

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Diocese	Church	Amount	
		£	€
Dublin	Orangefield	5,200	
	Swords		10,300
		<u>90,350</u>	<u>10,300</u>

• **Marshal Beresford's Fund**

Grants of €25,000 and £69,750 for repairs to churches were made from the Fund in 2022. 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 from the Church Fabric and Development Fund. Please see below for a list of churches who were awarded grants in 2022.

Diocese	Church	Amount	
		£	€
Armagh	Collon		5,400
	Drumnakilly	400	
	Milltown	2,550	
Clogher	Muckross	900	
Derry	Drumragh	20,550	
	Termonamongan	7,100	
Down	Ardquin	600	
Dromore	Lurgan (Shankill)	6,100	
Connor	Broomhedge	350	
	Dunmurry	2,500	
	Kirkinriola	28,700	
Ardagh	Oughteragh		1,300
Dublin	Milltown		1,400
Glendalough	Ballinatone		2,100
Leighlin	Mullinacuff		450
Cloyne	Rathcooney		4,650
Ross	Timoleague		3,100
Limerick	Limerick Cathedral		3,700
	Limerick St Michael		800
	Ballymacelligott		250
Ardfert	Dingle		1,100
	Kilnaughtin		450
	Tralee		300
		<u>69,750</u>	<u>25,000</u>

## 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 removing duplicate materials as appropriate; also managing the borrowing facility; providing study/research space; and promoting and making more accessible the Library’s varied collections.

During 2022, 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 2022 the bibliographic details of almost 58,000 printed resources had become available online at <[www.ireland.anglican.org/about/rcb-library](http://www.ireland.anglican.org/about/rcb-library)>.

The Library manages, and makes available to researchers, the records from 1,224 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 1,242 collections of ecclesiastical manuscripts and the non-current records of the General Synod and the RCB.

The Library building remained open throughout the year, and public visitor access to archives and manuscripts was maximised through the online desk reservation system which is working well, allowing staff to have materials ready in advance of a researcher’s visit to control the flow of orders more systematically. Further progress was made to enhance the Library’s online presence, and the online catalogue of manuscripts and colour-coded list of parish records with links to downloadable pdfs of detailed handlists continue to be updated on a regular basis – providing a valuable and detailed research resource linked to the booking system.

The Library marked its 90<sup>th</sup> year of association with the RCB which commenced in January 1932 with a featured ‘Archive of the Month’ in December. This explored that its existence actually extends back to 1901 when it was originally established as the Guild of Witness Library. The ‘Archive of the Month’ initiative continued as a valuable promotional platform in other respects, including two specific commemorative contributions to the Decade of Centenaries: ‘The True Story of a Revolution. The Unpublished Memoir of Emily Ussher’ (in April); and ‘Rosamond Stephen’s Civil War’ (in June).

A complete list of ‘Archive of the Month’ titles for the year is included as Appendix I (page 156).

The Library’s Twitter account @rcblibrary provides more immediate interaction, and 1,110 followers were recorded by January 2023; while the Library’s news pages on the website continues to inform external audiences about recent acquisitions and other developments.

During 2022, the Library continued to discharge its curatorial responsibilities for church plate and episcopal portraits; the management of publishing projects for Church of Ireland

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Publishing and the editorial dimension of the *Church of Ireland Directory*. The Library oversees additional responsibilities including the administration of requests for digital images and data from *Gloine*, the Church of Ireland stained glass project.

Regrettably 2022 was dominated by maintenance of the Library building (which dates from the 1960s) and an unprecedented structural issue which caused a serious outbreak of mould in both Library strongrooms. A combination of factors: the age of the building, the heavy volume of materials contained within strongrooms, the external environment and fluctuating conditions due to climate change and lack of movement of the mobile shelving through the Covid-19 closure period; together with inadequate systems to control and regulate humidity and temperature all contributed to the outbreak. Following expert guidance, including a building survey completed by McCollum Conservation and the intervention at an early stage of Harwell Restoration, the Oxford-based specialist conservation service provider with whom the Library has a contract, remedies were provided, involving considerable time and expense.

All solutions have now been installed including tailor-made de-humidification and cooling units in each room by recommended service provider BSE Air Conditioning. These automatically adjust depending on specific conditions on any given day or season in a year. Extensive onsite and offsite cleaning and sanitation of effected materials by Harwell's specialist restoration team was completed in early 2023.

### • Donations received

The RCB again allocated €12,000 and £3,000 for the purchase of new books and conservation work. An additional capital grant was provided by the RCB of over €40,000 to carry out emergency repairs and conservation work to counter the outbreak of mould.

Further welcome donations were received from:

APCK (€2,500)

Clogher diocese (€500)

Cashel, Ferns and Ossory diocese (€800)

Revd Graham Doyle (€250)

Dublin and Glendalough diocese (€1,000)

Huguenot Society of Great Britain & Ireland Irish section (€100 towards Huguenot-related publications)

Holy Trinity, Killiney parish (Dublin) (€250)

Kilmore, Elphin and Ardagh diocese (£300)

Monkstown (Dublin) (€200)

Rosseroy (Clogher) (£200)

St Mary's Cathedral Limerick (€150)

Tuam, Limerick and Killaloe diocese (€500)

Dr Stephen Easley-Walsh (€250)

Dr Hugh Woodhouse (£100)



- **Accessions**

Books and periodicals were purchased to meet the needs of ordinands in the Church of Ireland Theological Institute and the wider Church readership. These purchases were augmented by donations of books from publishers, authors and individuals.

The Library received welcome donations of books from Sheila Chamberlain, Christine Dunn, the Revd Ruth Elmes, the family of the late Mona Germaine, genealogist, the Revd Martin Hilliard, the Revd Ruth Noble Jackson, the family of the late Michael Jenkins, the Revd Robert Kingston, the children of the late Canon Sandra Lindsay and the Revd Cecil Lindsay, Alan McMillan, Dr Bridget Nichols, the family of the late Stella Mew, the Revd Robert Marshall, Dr Kenneth Milne, the Prayer Book Society (Ireland Branch), the daughter of the late Canon James Robert Sides, the Revd Demond Sinnamon, Mrs Lesley Whiteside, and Irene Young.

Additionally the following authors: John Adamson, Mary Caldwell, Brigid Clesham, Brendan Cotter, Dr Paul Harron, Therese Hicks, Paraic Lavelle, Dr Kenneth Milne, Dr Sean J. Murphy, Dr Bridget Nichols, Berrie O’Neill, Patrick Semple, the Revd Peter Tarleton, Sylvia Turner and the Kerry Archaeological & Historical Society all donated copies of their recently published work.

Additional tranches of parish and diocesan records were transferred to the Library from local custody. The principal archival accessions were records from 54 parishes, including a significant quantity from the various parishes within the South Leitrim Group (Kilmore, Elphin and Ardagh). There were also transfers of records from three cathedrals (St Patrick’s and Christ Church, in Dublin and St Mary’s Limerick), and 20 new accessions of manuscript collections, notable among which were the records of the Past Choristers Society of St Patrick’s Cathedral, Dublin, 1887-2014 and the sermons, addresses and notebooks of the late Rt Revd Roy Warke.

A list of accessions of archives and manuscripts to the Library during 2022 is included as Appendix J (page 157).

- **Ministerial training**

One of the Library’s core functions is supporting ministerial training, including part-time training, the Foundation Year programme, the Certificate in Christian Theology and Practice, training for Reader ministry, and those considering ministerial training in the Fit for the Purpose programme. In-person induction of all students took place either for class groups or individually when students visited the Library for the first time. Additionally, the tailor-made screen-cast guides available through the website provide continuous points of reference on how to use Library accounts, reserve books and locate books remotely.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to the online catalogue, and additionally accounting for the content of the Library’s extensive fiction

## The Representative Church Body – Report 2023

collection which was analysed in detail by the Assistant Librarian in a dedicated Archive of the Month entitled ‘The RCB Library Fiction Department’ in November. Some 760 books were processed and added during the year.

The online Library Management System (LMS) was again upgraded during 2022, and the Assistant Librarian attended regular online webinars and bootcamps to ensure updates are maintained and it remains flexible and customised.

Records from 54 individual parishes were processed with summary lists updated and posted on the website. Detailed descriptive summaries and some lists were also provided for the 20 new manuscript collections.

The project to digitize, catalogue and make available online the Library’s collections of architectural drawings of churches was finally completed during 2022, thanks to sustained commitment from the Church’s central funds. The work has been carried out for the Library by Dr Michael O’Neill, who imaged, catalogued and uploaded over 1,500 images to the online platform <<https://archdrawing.ireland.anglican.org/>>. The final images included plans of churches and glebe houses, with related materials, that were sourced from within the parish register collections and additionally further diocesan materials from the dioceses of Dublin and Glendalough and Tuam, Killala and Achonry.

As the finale to this project which has been running since 2011, and as a significant contribution to the life of the wider Church, Dr O’Neill produced the text of a book to be entitled *An Architectural History of the Church of Ireland*. Library staff had supported the author, book designer Wendy Dunbar and copy editor Elizabeth Mayes in a dedicated team effort to see the book to its final stage of preparation and it will be published by Church of Ireland Publishing in 2023, showcasing these rich architectural resources in the Library’s custody.

- **Parish register digitization project**

The welcome appointment of a professional Assistant Archivist in March 2022 has had a positive impact on many aspects of the Library’s work, including progress on the Library’s long-term project to digitize the extensive collection of parish registers. By year end, the registers from five counties (Galway, Longford, Louth, Waterford, and Wexford) had all been assessed and paginated in preparation for the digitization process. A valuable contribution to the Church’s historical geography was also achieved with the cataloguing and analysis of several new parish collections including: ‘Parish ‘Number 1218’: Ahascragh. Co. Galway’ which was featured in an online presentation in September.

The Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media Catherine Martin TD and colleagues visited the Library on 7 October 2022, viewing original materials and discussing aspects of the digitization project with Library staff. Subsequently the Minister has awarded a further grant of €30,000 for a third phase of the digitization work (to image the content of Dublin City and County registers). This work will be completed by Dr Mike O’Neill, who is service provider for the project.

- **Church plate**

Progress continued to be made with the church plate inventory. Additional transfers of plate were received from local custody in Athlacca (Limerick), Ballybrood (Limerick), Bruff (Limerick), Cloughjordan (Killaloe), Croom (Limerick), Kilfinane (Limerick), Kilflynn (Limerick), Knockaney (Emly), St Mary’s Cathedral, Limerick (Limerick). Additionally, several pieces were transferred from the Hunt Museum (Limerick); and additionally from Taney (Dublin) on behalf of St Vincent’s Hospital, and from the private collection of the late Bishop Roy Warke, from his daughter Ruth Burleigh.

Items were loaned to the following parishes, Donanaughta (Clonfert), St Columba’s, Belfast (Down), and St Mary’s cathedral (Limerick).

- **Gloine**

The Library processed some 33 images from the bank of digital archives of stained glass, in accordance with the new protocols devised to protect the RCB’s copyright interests.

- **Conservation**

The Library’s Conservation Fund was utilised to repair and conserve the earliest register for Killeshandra (Kilmore) with the work completed by paper conservation expert Liz D’Arcy. Further registers from the parishes of Loughrea and Moyrus Roundstone (Tuam) were rebound by book binder Declan Browne.

The Library’s hardcopies of the 2021 editions of both the *Church Review* (Dublin and Glendalough diocesan magazine), and the *Church of Ireland Gazette* while the binding of back issues of *Search: A Church of Ireland Journal* was also completed.

- **Community engagement**

In 2022, the Library collaborated with:

- Historians Dr Ian d’Alton and Pat McCarthy in devising and presenting the two online commemorations for the Decade of Centenaries to mark the loss of the Public Records Office of Ireland in June 1922, through the lens of Rosamond Stephen’s ‘Record’ and secondly the experiences of a landed Protestant family in Waterford, 1914-1924.
- The Governors of the Schools Founded by Erasmus Smiths’ and the Dublin and Glendalough Board of Education by transferring a small residue of administrative records of the Diocesan Secondary School for Girls to be integrated and amalgamated with the bulk of the collection housed in the Erasmus Smith Schools Archive (located at the High School Dublin), thereby bringing the collection together in one permanent location where it is professionally managed in the context of other school records.

## The Representative Church Body – Report 2023

- Relevant stakeholders including the Secretary of the General Synod Board of Education, the Local Government Archivists and Records Managers (LGARM) Group and the National Archives of Ireland, to devise, write and publish a ‘Policy for the Appropriate Custody of Primary School Records in the Republic of Ireland’. The policy which is aimed at guiding school boards of management is available for permanent consultation through the following link: <[www.ireland.anglican.org/primary-school-records](http://www.ireland.anglican.org/primary-school-records)>.
- The Dean of Ossory and staff of St Canice’s cathedral in progressing the long-term objective exhibiting the Red Book of Ossory in local custody in Kilkenny.
- Beyond 2022: Ireland’s Virtual Record Treasury, which aims to recreate, virtually, the collections of the Public Record Office of Ireland (PROI) destroyed on 30 June 1922. The Library continues as a participating institution in this initiative.

Presentations entitled ‘Making History: the RCB Library at 90’, and ‘Digital Archiving: Practicalities and Challenges’ were delivered by the Librarian and Archivist at the ‘Fragmented Pasts’ Seminar organised by the Centre of Early Modern Studies, University of Limerick in May; and at the ‘Digital Preservation of Religious Collections’ conference hosted by the Digital Repository of Ireland at the Royal Irish Academy, in June.

The RB Library and Archives Committee acknowledged the contribution for 11 years of former Administrator, Robert Gallagher, who moved to a role in the Department of Children, Equality, Disability, Integration and Youth, in September.

### **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.

There is considerable advantage in donating or bequeathing in trust to a permanent trustee body such as the RCB rather than to local trustees, as 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 diocese or parish; or
- for any particular Church purpose.

## The Representative Church Body – Report 2023

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 need of unfettered funds to help finance its ongoing responsibilities – training ordinands, providing retirement benefits for clergy and their spouses and 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 2022 was £4,664,221 to which the income tax recovered by the RCB added £1,166,056 to give a total of £5,830,276 compared with £5,623,003 in 2021. 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 £30 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 2022 was £294,275 to which the income tax recovered by the RCB added £73,569 to give a total of £367,844 compared with £308,344 in 2021. 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](http://www.ireland.anglican.org/parish-resources/parish-finances)>.

### ***Republic of Ireland***

Tax relief for donations to approved bodies under Section 848A of the Taxes Consolidation Act 1997 applies 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.

## The Representative Church Body – Report 2023

- 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](http://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 recommends consulting a Solicitor to ensure that any bequests made by way of 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 list of funds received by the RCB in 2022 on behalf of parishes, dioceses and special trusts is included as Appendix H (page 154).

- **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

- **Financing of the episcopacy – quinquennial report**

The Representative Body in accordance with Section 36 of Chapter VI of the Constitution reports that since 2018 the total number of cures (as defined in the chapter) has decreased by 5 (3 in Northern Ireland and 2 in the Republic of Ireland).

The rate of contribution, which stood at 6.4% of Minimum Approved Stipend at the time of the last quinquennial report in 2018, remained at 6.4% through 2019 and 2020 before being reduced to 6.3% in 2021, 6.0% in 2022 and 5.8% in 2023.

In 1984, the first year after the relevant Statute was enacted, total contributions or levies financed approximately 41% of costs. This proportion was 53% at the time of the last quinquennial report in 2018 and stood at 52% in 2022.

Overall, since 1983 the number of cures has decreased by 72 to 442. Cures in Northern Ireland now total 249, having decreased by 26, while cures in the Republic of Ireland total 193, having decreased by 46.

- **Clergy and Ministry Protection Fund (previously Severance Fund) levy – quinquennial report**

The Representative Body, in accordance with Statute Chapter XVI of 2003 as amended by Statute Chapter III of 2015, reports that since the last quinquennial report in 2018, the rate of contributions to the Clergy and Ministry Protection Fund has been maintained at 0.5% of Minimum Approved Stipend.

The balance of funds as levied from the Dioceses in relation to the Fund as at year end 2022, net of deposit interest and expressed in euro, was €679,885.

- **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 2022:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50	0.00	1.25	0.00
30 June	3.50	0.00	1.75	0.00
30 September	3.50	0.00	2.75	0.50
31 December	3.50	0.25	3.50	1.65

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.

## The Representative Church Body – Report 2023

### • Inflation statistics (5-year review)

Year on year (December)	UK (CP Index)	Republic of Ireland (CP Index)
2018	2.1%	0.7%
2019	1.3%	1.3%
2020	0.8%	-0.9%
2021	5.4%	5.5%
2022	10.5%	8.2%

## RESOLUTIONS RECOMMENDED TO THE GENERAL SYNOD

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

### I. Allocations

That the General Synod hereby authorises the Representative Body to make the following allocations from General Funds in 2023:

	€
A. Maintenance of the stipendiary ministry	
• Episcopal costs	958,637
• Chaplaincy costs	299,157
• Miscellaneous	76,891
B. Pension related costs	99,136
C. Training of ordinands	1,101,092
D. General Synod activities	1,149,056
E. Miscellaneous	16,389
F. Pioneer Ministry	190,259
	<hr/>
	3,890,617
	<hr/> <hr/>



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

**FINANCIAL STATEMENTS – PAGE 1**

**YEAR ENDED 31 DECEMBER 2022**

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

**EXECUTIVE COMMITTEE AND OTHER INFORMATION**

**PAGE 3**

**CHAIR**

- Mr H Algeo

**MEMBERS (*ex officio*)**

- The Archbishop of Armagh
- The Archbishop of Dublin
- Canon GC Richards (Allocations Committee)
- Mr K Bowers (Investment Committee)
- Mr JK Roberts (Property Committee)
- Mr M Johnston (Stipends Committee)

**MEMBERS (elected)**

- Rt Rev Dr WP Colton
- Rev Canon H Gilmore
- Ven T Scott
- Very Rev NJW Sloane†
- Mr LJW MacCann (Deputy Chair\*)
- Mr RS Neill
- Ms Hilary Prentice
- Mr Henry Saville

**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 Synod Services and Communications
- Head of Investments
- Senior Solicitor
- Mr D Ritchie
- Ms K Williams
- Mrs JM Maxwell
- Mr R Asher
- Mr M McWha

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

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

\* appointed Deputy Chair September 2022 in place of Canon GC Richards

† elected September 2022 in place of Ven AM Wilkinson

**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 2022 for General Funds and for other trust funds are set out in the financial statements. General Funds total funds employed decreased by €18.08m to €230.59m. Investment markets faced volatility during 2022 with rising inflationary pressures, an energy crisis, and the Ukrainian/Russian conflict which impacted invested asset performance.

For 2022 the long-term sustainable target return was 3.5% on invested fund assets, with the target withdrawal or spend set at 3.5% or €6.43m (based on the five-year average invested fund asset value) to meet cost of operations and allocations in 2022 of €6.43m (2021: €6.30m). The actual withdrawal required to support cost of operations, allocations and special cost of living grants to retired clergy with benefits in the Clergy Pensions Fund net of other income was less than targeted at €6.36m, recording a surplus of €0.07m. The RCB seeks to continue 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 €28.13m to €361.50m. This decrease is mainly due to the volatility faced by investment markets during 2022 as noted above. The fund is biased towards dividend paying stocks. Net receipts and withdrawals from these funds amounted to net receipts of €13.79m (2021: net withdrawals €29.314m). Distribution of income is made biannually from these funds and together with the refund of Gift Aid reclaimed for NI parishes amounted to €10.58m. The 2022 distribution payment to unit holders saw an increase of 0.5 cent in ROI to 12 cent per unit and an increase of 0.5 pence in NI to 11.3 pence.

***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.

*H Algeo*  
Chair, Executive Committee  
14 March 2023



## ***Independent auditors' report to the Executive Committee of the Representative Church Body of the Church of Ireland***

### **Report on the audit of the non-statutory financial statements**

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#### **Opinion**

In our opinion, the Representative Church Body of the Church of Ireland's financial statements for the year ended 31 December 2022 have been properly prepared, in all material respects, in accordance with the basis of preparation in the accounting policies.

We have audited the financial statements, which comprise:

- the balance sheet as at 31 December 2022;
- the statement of financial activities for the year then ended;
- the statement of cash flow for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

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#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") including ISA (Ireland) 800. 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.

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#### **Emphasis of matter - Basis of preparation**

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

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#### **Conclusions relating to going concern**

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the executive committee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

Our responsibilities and the responsibilities of the executive committee with respect to going concern are described in the relevant sections of this report.



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### **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 executive 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.

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### **Responsibilities for the financial statements and the audit**

#### *Responsibilities of the executive committee for the financial statements*

As explained more fully in the Statement of Trustee's responsibilities set out on page 4, the executive 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 in note (iii) and the accounting policies in the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances. The executive committee 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 executive 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 executive 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.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at: [http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a08202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a08202dc9c3a/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 executive committee 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.

*PricewaterhouseCoopers*  
PricewaterhouseCoopers  
Chartered Accountants  
Dublin  
22 March 2023

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

**ACCOUNTING POLICIES**

**PAGE 8**

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

**(i) General Information**

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.

**(ii) Basis of Presentation**

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.

(iii) **Basis of Preparation**

In the preparation of financial statements, the accounting policies adopted are based on the 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”). Not all aspects of these generally accepted accounting standards have been applied to the financial statements. Certain disclosures required by the following sections in FRS 102 have not been made in these financial statements. These include:

- Section 3 - Statement of Comprehensive Income and Income statement
- Section 4 - Statement of Financial Position
- Section 28 - Employee Benefits
- Section 33 - Related Party Disclosures

There are no key accounting judgements and sources of estimation uncertainty affecting these financial statements.

The format and certain wording of the financial statements have been presented so that, in the opinion of the Executive Committee, they reflect most appropriately the nature of the RCB’s activities as a not-for-profit organisation.

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

**Initial measurement**

Purchases and sales of financial assets (including investments, currency forwards and government bond 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. 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.

- (v) **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.
- (vi) **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.

Financial instruments are stated at market value at year end.

The valuation movement of contract positions is recognised in unrealised gains and losses on the Statement of Financial Activities.

- (vii) **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 securities lending programme. Other income recognised includes tax refunds on gift aid, grants and subvention from other Church funds and are accounted for as and when received and receivable.
- (viii) **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 = £0.8853 (2021 €1 = £0.8413).

- (ix) **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.

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

**ACCOUNTING POLICIES**

**PAGE 11**

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.

- (x) **Loans** – Loans in the General Funds Balance Sheet are stated at book cost at the balance sheet date.
- (xi) **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 11 to the financial statements sets out the exposure and the detail of treatment adopted.
- (xii) **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% (providing the useful life is less than 50 years); Furniture and fittings: 8% to 10%; Office equipment: General 20%, System software 10%, Other software 20%.

Depreciation is not provided on any property where the estimated useful life is more than 50 years.

On 1<sup>st</sup> 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 1<sup>st</sup> January 2016 and these valuations will be considered the properties deemed cost for future accounting periods.

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.

- (xiii) **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 2022.

- (xiv) **Going concern**

The financial statements have been prepared on a going concern basis which is considered appropriate by the Trustee.

- (xv) **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 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.



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<b>Net incoming resources before allocations and distributions</b>	-	1,984	10,576	-	1,415	9,966
<b>Allocations, distributions and other charges</b>						
- Allocation expended in year 6a,6b	-	3,437	-	-	3,513	-
- Special Covid-19 Parish Grants 6c	-	-	-	-	820	-
- Special cost of living grant to retired Clergy 6d	-	949	-	-	-	-
- Distributions	-	-	10,576	-	-	9,966
	-	4,386	10,576	-	4,333	9,966
<b>Decrease in resources before recognised gains and losses</b>	4	(2,402)	-	-	(2,918)	-
<b>Recognised gains and (losses)</b>						
(Losses)/Gains unrealised on revaluation 4,7	-	(43,972)	(38,045)	-	26,928	50,872
Gains realised on invested assets 4,7	-	28,266	488	-	16,540	1,817
Currency movements 4,7	-	(314)	(4,368)	-	680	4,464
Other recognised gains/(losses) 4,11	-	340	-	-	(347)	-
<b>Net gains/(losses) in funds</b>	-	(18,082)	(41,925)	-	40,883	57,153
Total funds brought forward	-	248,668	389,629	-	207,785	361,819
Net receipts/(withdrawals) 1,7(c)	-	-	13,795	-	-	(29,343)
<b>Total funds carried forward</b>	-	230,586	361,499	-	248,668	389,629

Signed: H Algeo

LJW MacCann

Date: 14 March 2023

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND  
BALANCE SHEET**

**PAGE 13**

	As at 31st December 2022			As at 31st December 2021		
	Notes	RCB activities €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000
<b>TANGIBLE FIXED ASSETS</b>						
INVESTMENTS						
Loans		-	1,498	-	1,748	-
Invested fund assets	2,3,13,	-	219,488	322,870	237,547	354,538
		6,602	220,986	322,870	239,295	354,538
<b>CURRENT ASSETS</b>						
Debtors		3,349	305	-	2,877	234
Cash on short term deposit	10	-	1,507	38,629	-	1,436
		3,349	1,812	38,629	2,877	1,670
<b>CURRENT LIABILITIES</b>						
Creditors		(2,163)	-	-	(2,145)	-
		(2,163)	-	-	(2,145)	-
<b>NET CURRENT ASSETS</b>		1,186	1,812	38,629	732	1,670
						35,091

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TOTAL ASSETS LESS CURRENT LIABILITIES	7,788	222,798	361,499	7,703	240,965	389,629
BALANCE WITH GENERAL FUNDS	(7,788)	7,788	-	(7,703)	7,703	-
TOTAL NET ASSETS	-	230,586	361,499	-	248,668	389,629
FUNDS EMPLOYED	4,7(c)	230,586	361,499	-	248,668	389,629

Signed: *H Algeo*  
*LJW MacCann*  
 Date: *14 March 2023*

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND  
CASHFLOW STATEMENT**

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	Year ended 31st December 2022		Year ended 31st December 2021	
	RCB activities €'000	General Funds €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
Notes				
NET INCOMING RESOURCES BEFORE ALLOCATIONS AND DISTRIBUTIONS	8	1,566	2,470	9,966
ALLOCATIONS AND DISTRIBUTIONS				
Allocations expended and distributions	-	(3,437)	(3,513)	(9,966)
Special Covid-19 Parish Grants	-	(949)	(820)	-
Special cost of living grant to retired clergy	-	(2,820)	(1,863)	-
			(1,264)	(1,264)
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS				
Purchase of investments	-	(83,861)	(118,718)	(4,168)
Sale of investments including currency movements	-	74,632	94,664	5,613
Sale of properties	-	259	655	-
Gains and losses including currency movements	-	28,371	16,853	6,006
Other fund charges	-	(517)	(288)	-
Advances of glebe, miscellaneous and car loans	-	-	(876)	-



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Repayment of ghebe, miscellaneous and car loans	-	250	-	-	115	-
Purchase of fixed assets	1	(147)	-	-	(80)	-
<b>NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS</b>		<b>18,987</b>	<b>(14,000)</b>		<b>(7,595)</b>	<b>7,451</b>
<b>FINANCING</b>						
Net cash inflow/(outflow) for specific trusts		-	17,544		-	(3,254)
<b>NET CASH FLOW FROM FINANCING</b>		<b>-</b>	<b>17,544</b>		<b>-</b>	<b>(3,254)</b>
<b>INCREASE/(DECREASE) IN CASH</b>	<b>9</b>	<b>16,167</b>	<b>3,544</b>		<b>(9,458)</b>	<b>4,197</b>

Signed: *H Algeo*  
*LJW MacCann*  
 Date: *14 March 2023*

**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 1st January 2022	8,722	651	2,469	11,842
Additions	-	42	105	147
Disposals	(113)	-	-	(113)
Currency adjustment	(143)	-	(8)	(151)
At 31st December 2022	<u>8,466</u>	<u>693</u>	<u>2,566</u>	<u>11,725</u>
<u>Depreciation</u>				
At 1st January 2022	2,287	545	2,038	4,870
Charge for year	159	14	143	316
Disposals	(38)	-	-	(38)
Currency adjustment	(18)	-	(7)	(25)
At 31st December 2022	<u>2,390</u>	<u>559</u>	<u>2,174</u>	<u>5,123</u>
<u>Net book value</u>				
At 1st January 2022	<u>6,435</u>	<u>106</u>	<u>431</u>	<u>6,972</u>
At 31st December 2022	<u>6,076</u>	<u>134</u>	<u>392</u>	<u>6,602</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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2(a) FINANCIAL INSTRUMENTS

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 currency forwards and government bond futures which are used in the Alliance Bernstein fixed income fund.

The government bond futures at 31 December 2022 are offset by interest rate derivative swaps. The valuation movement of the currency forwards at 31 December 2022 is €0.16m (2021: - €0.15m). Realised and unrealised gains/(losses) on derivatives are included in Note 4.

2(b) INVESTMENT AT FAIR VALUE

Best practice 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 in use in the entity 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(b) INVESTMENT AT FAIR VALUE (CONTINUED)

The following is an analysis of the RCB's financial assets measured at fair value as at 31 December 2022.

	2022			Total
	Level 1	Level 2	Level 3	2022
	€'000	€'000	€'000	€'000
Financial assets at fair value				
Bonds	6,580	51,192	-	57,772
Equity	102,149	-	-	102,149
Externally Managed Funds	-	11,273	10,920	22,193
Alternatives	-	-	14,117	14,117
Cash	23,257	-	-	23,257
	<u>131,986</u>	<u>62,465</u>	<u>25,037</u>	<u>219,488</u>

	2021			Total
	Level 1	Level 2	Level 3	2021
	€'000	€'000	€'000	€'000
Financial assets at fair value				
Bonds	5,049	58,433	-	63,482
Equity	101,310	-	-	101,310
Externally Managed Funds	-	13,050	37,126	50,176
Alternatives	-	-	15,420	15,420
Cash	7,159	-	-	7,159
	<u>113,518</u>	<u>71,483</u>	<u>52,546</u>	<u>237,547</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 mainly made up of quoted investments and these funds comprise RCB holdings in pooled investment vehicles, managed by RCB directly.

The hierarchy of the underlying investments in the Parish, Diocesan and Other Trust Funds are available in the ROI Unit Trust and NI Unit Trust Financial Statements.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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2(c) SECURITIES LENDING

The invested assets of General Funds include securities on loan at year end with a market value of €14.6m (2021: €15.8m). 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 €15.4m (2021: €16.5m) 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 €35k for the year (2021: €24k).

3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	2022	2021
	€'000	€'000
RB General Unit Trusts	322,670	354,345
Cash	199	193
	<u>322,869</u>	<u>354,538</u>

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

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**4 FUNDS EMPLOYED**

	Balance at 1.1.22 €'000	Decrease in resources before gains and losses €'000	Currency translation movements €'000	Pension & reserve movements €'000	Recognised gains/ (losses) €'000	Profit on investment sales €'000	Fund Fees €'000	Revaluation movements €'000	Balance at 31.12.22 €'000
Capital invested	239,250	(2,402)	(114)	(355)	796	28,266	(514)	(43,972)	220,955
Property Reserve	3,972	-	(137)	-	-	-	-	-	3,835
Invested assets	243,222	(2,402)	(251)	(355)	796	28,266	(514)	(43,972)	224,790
Net capital invested	243,222	(2,402)	(251)	(355)	796	28,266	(514)	(43,972)	224,790
<b>Designated reserves</b>									
Allocations reserve for following year (Note 6)	3,737	-	(51)	355	-	-	-	-	4,041
Staff pensions reserve	98	-	-	-	-	-	-	-	98
Sundry designated reserves	1,611	-	(12)	0	58	-	-	-	1,657
	248,668	(2,402)	(314)	-	854	28,266	(514)	(43,972)	230,586

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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5 COST OF OPERATIONS	2022 €'000	2021 €'000
Cost of generating funds		
Payroll and related costs	1,470	1,668
Less - payroll & other costs recharged	(326)	(351)
	<u>1,144</u>	<u>1,317</u>
External Investment managers and other costs	91	73
Office costs, maintenance, insurance, rates & related	215	242
Depreciation	166	164
	<u>1,616</u>	<u>1,796</u>
Cost of charitable activities		
Payroll and related costs	762	733
Less - payroll costs recharged	(246)	(275)
	<u>516</u>	<u>458</u>
Office costs, maintenance, insurance, rates & related	131	148
Depreciation	104	102
RCB Library	254	224
Church Wide Mental Health Project	207	37
Church Wide grants	96	-
Pioneering Ministry	39	-
	<u>1,347</u>	<u>970</u>
Cost of governance activities		
Payroll and related costs	481	464
Less - payroll costs recharged	(205)	(229)
	<u>276</u>	<u>235</u>
Office costs, maintenance, insurance, rates & related	60	67
Depreciation	47	47
Audit fees	79	72
Central committee & Episcopal Electoral expenses	59	9
	<u>521</u>	<u>429</u>
Other operating costs		
Professional fees	321	273
Payroll payments to retired staff	62	62
	<u>383</u>	<u>335</u>
Total cost of operations	<u>3,867</u>	<u>3,530</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 (xv), on page 11 of the financial statements.

6 ALLOCATIONS

	2023 €'000	2022 €'000	2021 €'000
(a) Reserve for following year			
Maintenance of the stipendiary ministry	1,334	1,238	1,300
Retired clergy and surviving spouses	99	103	111
Training of ordinands	1,251	1,239	1,270
General Synod activities	1,149	1,079	1,071
Miscellaneous financing	16	16	16
Pioneering Ministry	190	-	-
Reserve for following year (see Note 4)	<u>4,039</u>	<u>3,675</u>	<u>3,768</u>
		2022 €'000	2021 €'000
(b) Expended in year			
Allocation Expended in Year		3,675	3,768
Less - allocations (unexpended)		(238)	(255)
		<u>3,437</u>	<u>3,513</u>

The reserve for 2023 Allocations included in designated reserves in Note 4, is the gross amount committed by General Funds to be spent on wider Church activities in 2023.

(c) Special Covid -19 Parish Grants

In the prior year the Representative Body approved the provision of a once off grant, which will be paid to each Diocese based on the number of cures. A payment per cure of €1,912 and £1,510 was made which represents a grant to assist Parishes with additional costs associated with Covid-19.

(d) Special cost of living grant to retired Clergy

During the year the Representative Church Body approved the payment of special cost of living grants to assist retired clergy who are in receipt of a pension provision from the Clergy Pensions Fund. The special cost of living grants to be paid total €0.95m, with €0.12m paid in 2022 and €0.83m provided in 2022 to be paid in 2023.



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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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7 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	Balance at 1.1.22 €'000	Currency translation movements €'000	Capital changes/ movements €'000	Profit/ (loss) on sales €'000	Revaluation movements €'000	Balance at 31.12.22 €'000
(a) INVESTED CAPITAL						
Parish trusts and glebe sales	199,875	(2,454)	5,733	478	(20,616)	183,016
Diocesan stipend and general funds	42,532	(745)	119	-	(4,209)	37,697
Diocesan miscellaneous trusts	16,466	(203)	62	-	(1,710)	14,615
Diocesan episcopal funds	10,642	(84)	89	-	(1,148)	9,499
Less: diocesan car loans	(35)	-	34	-	-	(1)
	<u>269,480</u>	<u>(3,486)</u>	<u>6,037</u>	<u>478</u>	<u>(27,683)</u>	<u>244,826</u>
Sundry trusts	80,071	(659)	3,413	10	(8,289)	74,546
General Synod funds	14,542	(132)	1,008	-	(1,559)	13,859
Trusts for retired clergy and spouses	5,904	(91)	185	-	(514)	5,484
	<u>369,997</u>	<u>(4,368)</u>	<u>10,643</u>	<u>488</u>	<u>(38,045)</u>	<u>338,715</u>

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 23**

## 7 PARISH, DIOCESAN AND OTHER TRUST FUNDS (CONTINUED)

## (b) PARISH, DIOCESAN AND OTHER FUNDS RESERVES

	2022 €'000	2021 €'000
<b>Designated</b>		
Diocesan stipend & general funds	7,217	5,989
Parish endowments	163	258
Miscellaneous diocesan trusts	841	762
General Synod trusts	508	333
Other trust funds	10,829	9,176
Clergy pensions & related funds	677	688
Trust creditors	1,204	1,147
	<u>21,439</u>	<u>18,353</u>
<b>Undesignated</b>		
Auxiliary and Sundry Projects Funds	<u>1,345</u>	<u>1,279</u>
<b>Summary - reserves</b>		
Designated	21,439	18,353
Undesignated	1,345	1,279
	<u>22,784</u>	<u>19,632</u>

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

	2022 €'000	2021 €'000
Capital funds invested	338,715	369,997
Designated and undesignated reserves	22,784	19,632
	<u>361,499</u>	<u>389,629</u>
Net receipts/(withdrawals)		
Capital receipts (7a)	10,643	(31,345)
Movement in reserves (7b)	3,152	2,002
	<u>13,795</u>	<u>(29,343)</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:

	2022			2021		
	Notes	RCB €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
Net incoming resources before allocations and distributions		-	10,576	-	1,415	9,966
Other recognised losses		16	(16)	(1,637)	1,637	-
Change in other debtors		(472)	(71)	(922)	119	-
Change in creditors		18	-	963	-	-
Change in financial instruments		-	-	-	(66)	-
Net amortisation of fixed assets	1	291	-	332	-	-
Special pension fees		-	-	-	-	-
Profit on sale of properties		-	(184)	-	(635)	-
Transfer		147	(147)	-	-	-
Net cash inflow		-	1,566	(1,264)	2,470	9,966

	2022			2021			
	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
<b>9 ANALYSIS OF CHANGES IN CASH DURING THE YEAR</b>							
Net cash inflow/(outflow)		-	16,298	4,134	(1,344)	(9,717)	3,598
Effect of foreign exchange rate changes		-	(128)	(590)	-	259	599
Increase/(decrease) in cash		-	16,170	3,544	(1,344)	(9,458)	4,197
Balance at 1 January		-	8,594	35,284	1,344	18,052	31,087
Balance at 31 December	10	-	24,764	38,828	-	8,594	35,284
<b>10 ANALYSIS OF CASH BALANCES</b>							
Cash on short term deposit		-	1,506	38,629	-	1,435	35,091
Cash at bank		-	-	-	-	-	-
Cash held by investment managers		-	23,258	199	-	7,159	193
		-	24,764	38,828	-	8,594	35,284

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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11 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.

(c) Interest Rate Risk

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

The interest rate profile of the Trust's interest bearing financial assets fall within a range of 0% to 11.75% at 31 December 2022.

(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.

(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.

12 POST BALANCE SHEET EVENTS

There are no post balance sheet events to note.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 26**

13 COMMITMENT

The Representative Body has entered into an agreement with the Clergy Pensions Fund ("the Fund") to provide a loan facility of €20m to support the solvency of the Fund. The commitment is a loan facility secured on specific General Funds invested assets. The commitment would be available to the Fund under certain circumstances.

14 The financial statements have been approved on 14 March 2023.

## APPENDIX A

### RB CLIMATE CHANGE POLICY 2023

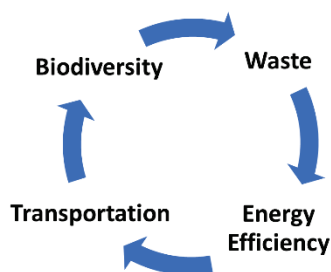
**Introduction:** The Representative Body of the Church of Ireland (the ‘RB’) is the principal trustee of the Church of Ireland. The RB provides investment, property & trusts, financial, governance and archival services for the dioceses and parishes of the church.

The purpose of this policy, that applies to the RB, is to:

- (i) raise awareness so that we give consideration to the impact of the activities of the RB on the environment,
- (ii) to detail specific areas of focus, and
- (iii) to seek to reduce any negative impact of these activities on the environment.

**Strategic target areas:** In considering the activities of the RB, it is proposed to focus on the following four areas which represent the areas through which it is expected that the RB can make the most impact in terms of improved environmental sustainability.

- **Energy usage**, with a focus on reducing usage in light and heat, through insulation and LED usage which will conserve resources, and encouraging the use of sustainable energy.
- **Transportation**, with a focus on reducing distances travelled and encouraging more energy efficient forms of transport.
- **Waste**, with a focus on efficient production such that waste is minimised and where waste occurs to encourage ecological forms of disposal.
- **Biodiversity**, with a focus on preserving both the variety and numbers of flora and fauna.



**Climate Change Initiatives:** The RB will promote sound environmental policies and practices within the organisation. It will support initiatives in the form of guidance for parishes and dioceses which will be published as Parish Resources on the Church of Ireland website. The committees of the RB will seek to encourage a biodiverse and low energy environment through the grants which it issues to parishes and dioceses. The RB will publicise initiatives as a form of ensuring accountability and to encourage parishes and dioceses to consider their environmental impact and to develop their own initiatives to sustain biodiversity and efficient use of resources.

## The Representative Church Body – Report 2023

In summary, the RB will seek to provide:

**Leadership**, in the form of seeking to be environmentally responsible and sharing examples of best practice.

**Guidance**, in the form of providing practical advice for parishes.

**Grants**, to support the implementation of energy efficiency and biodiversity.

Approved by the RB Executive Committee on: 24 January 2023

Approved by the Representative Body on: 14 March 2023



**APPENDIX B**

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

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**INCOME AND EXPENDITURE ACCOUNT**

**For the year ended 30 June 2022**

	2022	2021
	€	€
<b>Income</b>		
Grants from the RB	845,000	790,000
Divinity student fees	74,872	90,995
Receipts from guests and conferences	131,657	33,147
Non-stipendiary ministry training	1,600	2,645
Foundation course	-	593
CME/Reader Lay training	13,775	9,385
CCTP	43,555	83,367
	<u>1,110,459</u>	<u>1,010,132</u>
<b>Expenditure</b>		
Academic expenses	440,660	445,855
Administration expenses	111,291	110,409
Operating expenses	295,006	209,992
Establishment expenses	231,032	172,240
	<u>1,077,989</u>	<u>938,496</u>
<b>Surplus for the year</b>	32,470	71,636
Balance at beginning of the year	71,636	10,565
Funding adjustment in respect of previous year surplus	(71,636)	(10,565)
<b>Balance at the end of the year</b>	<u><u>32,470</u></u>	<u><u>71,636</u></u>

There were no other recognised gains or losses other than those dealt with above.

The Representative Church Body – Report 2023

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

---

**BALANCE SHEET**

**As at 30 June 2022**

	2022	2021
	€	€
<b>Current assets</b>		
Sundry debtors	130,269	173,698
Bank deposit accounts	694	1,695
Bank current accounts	39,476	40,360
Cash on hand	4	25
	<u>170,443</u>	<u>215,778</u>
<b>Creditors</b> – amounts falling due within one year	(135,735)	(141,397)
	<u>34,708</u>	<u>74,381</u>
<b>Net current assets</b>	34,708	74,381
Total assets less current liabilities	34,708	74,381
<b>Creditors</b> – amounts falling due after more than one year	(694)	(1,695)
<b>Net assets</b>	<u>34,014</u>	<u>72,686</u>
<b>Capital and trust funds</b>		
Accumulated surplus	32,470	71,636
Ferrar Memorial Fund for Liturgical Library	81	56
Gregg Memorial Fund for College Library	1,463	994
	<u>34,014</u>	<u>72,686</u>

The Representative Church Body – Report 2023

**APPENDIX C**

**GENERAL UNIT TRUSTS**

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

**YEAR ENDED 31 DECEMBER 2022**

	Page
RB General Unit Trust (Republic of Ireland)	88
RB General Unit Trust (Northern Ireland)	93

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2022**

**FUND OBJECTIVE**

To provide above average and growing income along with long term capital growth managed as a euro fund.

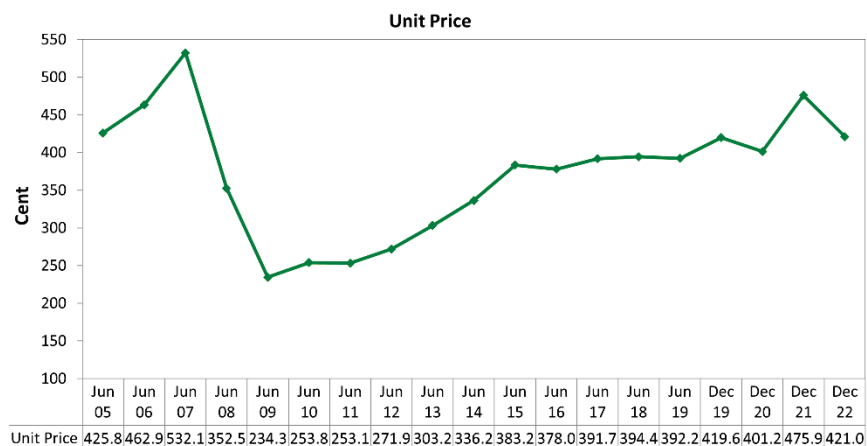
**PERFORMANCE**

Annualised total returns (capital plus income) %			
Fund	1 year	3 years	5 years
<b>RB General Unit Trust (RI)</b>	<b>-7.7</b>	<b>3.5</b>	<b>4.6</b>
<b>RCB Benchmark*</b>	<b>-8.7</b>	<b>3.2</b>	<b>5.0</b>
<b>RB General Unit Trust (RI) Capital</b>	<b>-11.5</b>	<b>0.1</b>	<b>1.3</b>
<b>ROI Inflation (CPI)</b>	<b>9.2</b>	<b>4.6</b>	<b>3.3</b>

\* Benchmark from 1 January 2022: Equities 70%, Bonds 30% (40% Stoxx Europe 600, 30% MSCI World High Dvd Yield € net, 30% ML Euro broad market).

In 2022, the Fund had a total return (capital and income) of -7.7% ahead of benchmark at -8.7%. Exposure to Property and Alternatives helped as did outperformance on the Fixed Income side and a higher weighting to European Equities and exposure to value/income stocks. The Investment Committee, as part of its oversight and supervisory duties, monitors the various Fund managers’ performance against the fund’s objectives and Benchmarks and has no significant concerns at the current time.

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

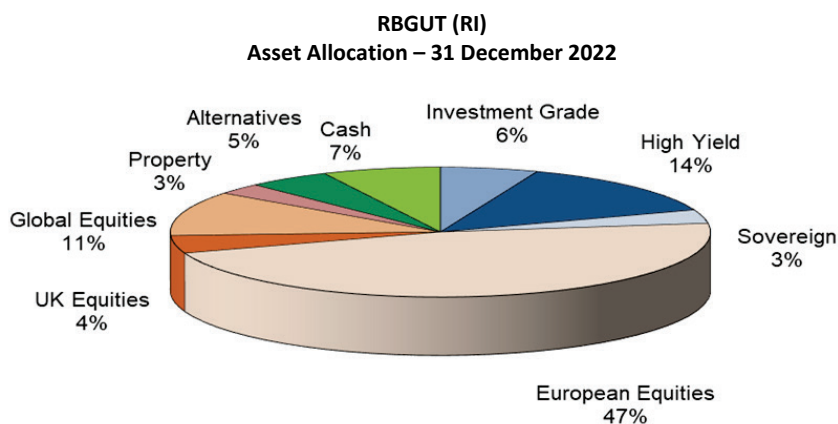


**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER'S REPORT FOR YEAR ENDED 31 DECEMBER 2022**

**TRUST ASSET COMPOSITION**

The market value of the investments, including the value of the capital deposit account was €250.5m.

The investment profile in terms of distribution of the assets (by value) at 31 December 2022 is displayed in the following chart:



**INCOME DISTRIBUTION TO UNIT HOLDERS**

The June distribution was maintained at the 2021 level of 7.3 cent with a small increase to the December distribution to 4.7 cent (from 4.2 cent per unit in 2021), resulting in a total distribution for the year of 12.0 cent per unit.

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 31 December 2022 of €4.21, and a full year distribution of 12.0 cent, the distribution yield was 2.85%. (The comparative figures for 31 December 2021 showed a yield of 2.42% based on a unit value then of €4.759 and a full year distribution of 11.5 cent). During the year there was a transfer of €1.34m to the Dividend Equalisation Reserve resulting in a DER of €6.28m or 2.45% of the net asset value of the fund.

There were net inputs of €9.7m to the Fund for the year to 31 December 2022, reflecting new cash of €11.5m from unitholders less redemptions of €1.8m.

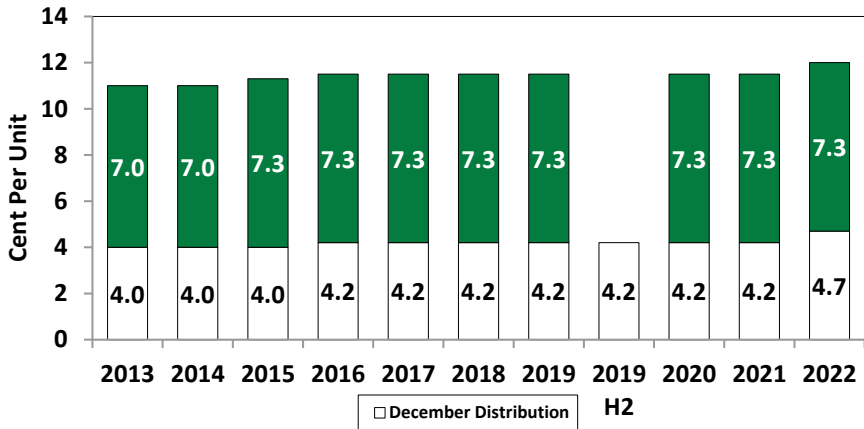
**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2022**

**Environmental and Social Governance (ESG)**

In the reporting period, the Investment Committee monitored and carried out an assessment of exposure to ESG risk using a new ESG reporting template to assist with standardising the process. All Fund Managers are compliant with the RCB’s ESG Investment policy and restrictions.

**Income Distributions (2013 – 2022) - Financial Year-End 31 December 2022**

(Financial Year-End June 30<sup>th</sup> up to June 2019, six-month period to end December 2019, full year to 31st December thereafter)



In-house Investment team  
 The Representative Church Body  
 January 2023

The Representative Church Body – Report 2023

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**

**STATEMENT OF TOTAL RETURN**

	Year ended 31 December 2022 €'000	Year ended 31 December 2021 €'000
Income	9,099	6,866
Expenses	(153)	(73)
<b>Net income</b>	<u>8,946</u>	<u>6,793</u>
Distributions	<u>(7,522)</u>	<u>(7,007)</u>
Transfer to/(from) dividend equalisation reserve	1,338	(214)
Transfer to Income Reserve	86	-
<b>Net (losses) /gains on investment activities</b>		
- Net realised (losses)/gains	(11,535)	23,902
- Net change in unrealised (losses)/gains on investments	(20,375)	19,052
- Net change in currency exchange rate	<u>56</u>	<u>444</u>
<b>Net (decrease)/increase in net assets from investment activities</b>	(30,430)	43,184
<b>Funds brought forward</b>	277,466	238,673
Funds received	11,462	3,092
Funds withdrawn	(1,898)	(7,484)
<b>Funds carried forward</b>	<u><u>256,600</u></u>	<u><u>277,466</u></u>

*Signed on behalf of the Trustee: H Algeo*

*KJ Bowers*

*Date:*

*14 March 2023*

The Representative Church Body – Report 2023

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**

**BALANCE SHEET**

	Year ended 31 December 2022 €'000	Year ended 31 December 2021 €'000
<b>Investments</b>	<u>235,910</u>	<u>265,513</u>
<b>Current assets</b>		
Debtors	21,072	12,303
Cash at bank	<u>1</u>	<u>1</u>
	<u>21,073</u>	<u>12,304</u>
<b>Current liabilities</b>		
Creditors (amounts falling due within one year)	<u>383</u>	<u>351</u>
	383	351
<b>Net current assets</b>	<u>20,690</u>	<u>11,953</u>
<b>Total assets</b>	<u><u>256,600</u></u>	<u><u>277,466</u></u>
<b>Trust capital fund</b>	<u><u>256,600</u></u>	<u><u>277,466</u></u>

*Signed on behalf of the Trustee: H Algeo*

*KJ Bowers*

*Date:*

*14 March 2023*



**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2022**

**FUND OBJECTIVE**

To provide above average and growing income along with long term capital growth managed as a sterling fund.

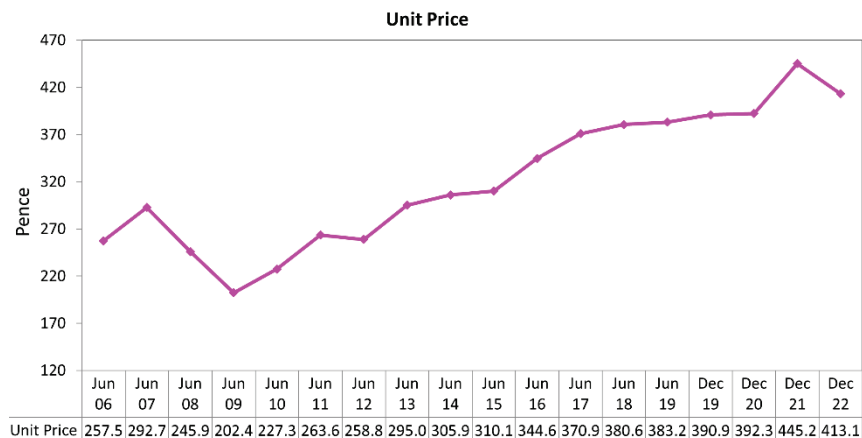
**PERFORMANCE – RCB PERFORMANCE SUMMARY FOR 31 December 2022:**

Annualised total returns (capital plus income) %			
Fund	1 year	3 years	5 years
<b>RB General Unit Trust (NI)</b>	<b>-3.5</b>	<b>5.1</b>	<b>4.9</b>
<b>RCB Benchmark*</b>	<b>-4.9</b>	<b>3.4</b>	<b>4.2</b>
<b>RB General Unit Trust (RI) Capital</b>	<b>-7.2</b>	<b>1.9</b>	<b>1.6</b>
<b>UK Inflation (CPI)</b>	<b>10.5</b>	<b>5.4</b>	<b>3.9</b>

\* Benchmark from 1 January 2022: Equities 70%, Bonds 30% (40% FTSE All-Share, 30% MSCI World High Dvd Yield £ net, 30% ML Sterling broad market).

In 2022, the Fund had a total return (capital and income) of -3.5% behind of benchmark at -4.9%. The UK stock market outperformed its European and US peers in 2022 and an underweight position hurt but we expect European stocks to continue to make ground in 2023. The UK market has a large exposure to Energy which performed well but the portfolio has a restriction on Companies involved in the extraction of Fossil Fuels which was a headwind in 2022. The Investment Committee, as part of its oversight and supervisory duties, monitors the various Fund managers’ performance against the fund’s objectives and Benchmarks and has no significant concerns at the current time.

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

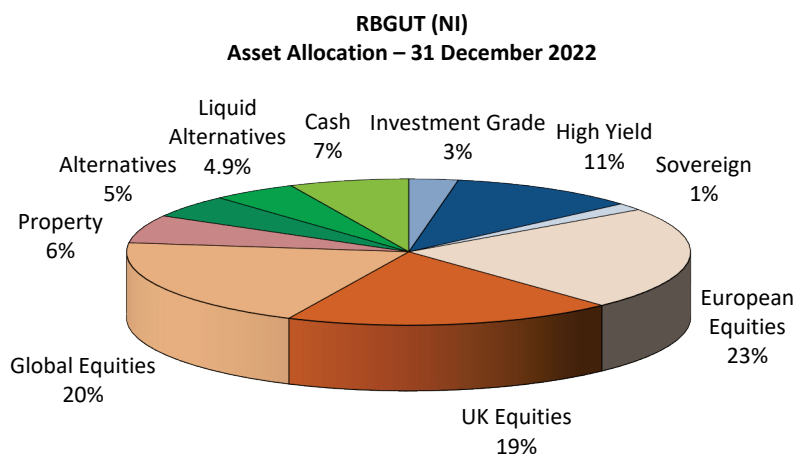


**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**INVESTMENT MANAGER'S REPORT FOR YEAR ENDED 31 DECEMBER 2022**

**TRUST ASSET DISTRIBUTION**

The market value of the investments, including the value of the capital deposit account was £63.8m.

The investment profile in terms of distribution of the assets (by value) at 31 December 2022 is displayed in the following chart:



**INCOME DISTRIBUTION TO UNIT HOLDERS**

The June distribution was maintained at the 2021 level of 6.3 pence with a small increase to the December distribution to 5.0 pence (from 4.5 pence per unit in 2021), resulting in a total distribution for the year of 11.3 pence per unit.

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 31 December 2022 of £4.13, and a full year distribution of 11.3 pence, the distribution yield was 2.74%. (The comparative figures for 31 December 2021 showed a yield of 2.42% based on a unit value then of £4.45 and a full year distribution of 10.8 pence). During the year there was a transfer of £0.37m to the Dividend Equalisation Reserve resulting in a DER of £1.39m or 2.1% of the net asset value of the fund.

There were net inputs of £0.13m to the Fund for the year to 31 December 2022, reflecting new cash of £0.6m from unitholders less redemptions of £0.5m.

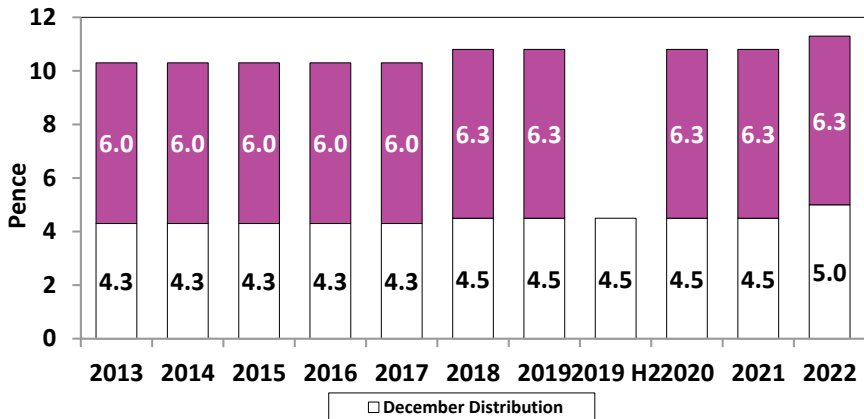
**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2022**

**Environmental and Social Governance (ESG)**

In the reporting period, the Investment Committee monitored and carried out an assessment of exposure to ESG risk using a new ESG reporting template to assist with standardising the process. All Fund Managers are compliant with the RCB’s ESG Investment policy and restrictions.

**Income Distributions (2013 – 2022) - Financial Year-End 31 December 2022**

(Financial Year-End June 30<sup>th</sup> up to June 2019, six-month period to end December 2019, full year to 31st December thereafter)



In-house Investment team  
 The Representative Church Body  
 January 2023

The Representative Church Body – Report 2023

**THE RB GENERAL UNIT TRUST (*NORTHERN IRELAND*)**

**STATEMENT OF TOTAL RETURN**

	Year ended 31 December 2022 £'000	Year Ended 31 December 2022 £'000
Income	2,328	1,786
Expenses	<u>(32)</u>	<u>(19)</u>
<b>Net Income</b>	2,296	1,767
Distributions	<u>(1,882)</u>	<u>(1,783)</u>
Transfer to/(from) dividend equalisation reserve	374	(16)
Transfer to income reserve	40	-
<b>Net (losses) /gains on investment activities</b>		
Net realised (losses)/gains	(30)	6,414
Net realised (losses)/ gains on currency movements	(6)	391
Net change in unrealised (losses)/gains on investments	<u>(4,706)</u>	<u>1,303</u>
<b>Net (decrease)/increase in net assets from investment activities</b>	<u>(4,328)</u>	<u>8,092</u>
<b>Funds brought forward</b>	69,646	61,110
Funds received	644	898
Funds withdrawn	<u>(736)</u>	<u>(454)</u>
<b>Funds carried forward</b>	<u><u>65,226</u></u>	<u><u>69,646</u></u>

*Signed on behalf of the Trustee: H Algeo*

*KJ Bowers*

*Date:*

*14 March 2023*

The Representative Church Body – Report 2023

**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**

**BALANCE SHEET**

	Year ended 31 December 2022 £'000	Year ended 31 December 2022 £'000
<b>Investments</b>	<u>61,204</u>	<u>65,150</u>
<b>Current assets</b>		
Debtors	4,082	4,665
Cash at bank	1	1
	<u>4,083</u>	<u>4,666</u>
<b>Current Liabilities</b>		
Creditors (amounts falling due within 1 year)	61	170
	<u>61</u>	<u>170</u>
<b>Net current assets</b>	<u>4,022</u>	<u>4,496</u>
<b>Total assets</b>	<u><u>65,226</u></u>	<u><u>69,646</u></u>
<b>Trust capital fund</b>	<u><u>65,226</u></u>	<u><u>69,646</u></u>

Signed on behalf of the Trustee: *H Algeo*

*KJ Bowers*

Date:

*14 March 2023*

## APPENDIX D

### ESG INVESTMENT POLICY STATEMENT 2023

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.

#### Approach to ESG



The Trustee is committed to acting diligently and prudently when seeking to deliver strong net returns on its investments and recognises that ESG risks and opportunities should be considered as part of the investment decision making processes. The RCB invests in a variety of asset classes and geographies, using different strategies, and has appointed external investment managers to manage its investment portfolios. Each investment manager’s ESG credentials and their capacity to implement the RCB’s responsible investment requirements as outlined in this policy are assessed as part of the due diligence and manager selection processes and integrated into the Investment Management Agreements.

#### How is ESG implemented?

Whilst the RCB encourages its Fund Managers to integrate ESG factors into the investment decision making process it also implements restrictions for investments in certain sectors. The RCB does not invest in companies where a significant source of revenue (in excess of 10%) is derived from the following:

1. the extraction of Fossil fuels (thermal coal, tar sands and oil and natural gas)
2. the production of weapons (including key parts and services)
3. the manufacture of tobacco products

Climate Change and environmental stability are recognised by the RCB as a distinct and critical responsible investment issue. The RCB supports the transition to a carbon neutral economy and has taken significant steps to reduce the climate change impact of its investment portfolios.

## The Representative Church Body – Report 2023

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.

*From time to time investments may be made in pooled Funds to which ESG criteria may not be applied. The Investment Committee monitors exposure of these Funds to excluded sectors as per the RCB's ESG Investment Policy and shall consider divestment where any material breaches are identified.*

March 2023

## APPENDIX E

### 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 Contribution 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 1 October 2015. The Scheme is a registered pension scheme for tax purposes under Part 4 of the Finance Act 2004.

##### *Administration*

Administration services are provided by Scottish Widows 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 Scottish Widows 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. In previous years the investment funds available to members have performed at least in line with the appropriate benchmarks. During 2022 nearly all funds underperformed their benchmarks against the backdrop of extremely challenging market conditions including inflationary pressures, the war in Ukraine and the energy crisis. This has also had an impact on long term fund performance.



## The Representative Church Body – Report 2023

The Trustee believes that environmental, social and governance (ESG) factors (such as climate change) are important when investing Scheme assets. The Trustee considers how ESG, climate change and stewardship are integrated within Mercer’s investment processes and those of the underlying managers in the monitoring process.

### ***Governance***

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

### ***Value for Members***

The Trustee obtains an annual “Value for Members” assessment of the Scheme. The most recent review (dated October 2022) concluded that the scheme represented “reasonable” overall value for members when compared against master trust arrangements. The review found that the costs and charges borne by the members are higher than those in master trust arrangements resulting in “poor” value for members under this heading. However, by taking account of overall investment performance and wider scheme governance, the Scheme achieved a “reasonable” overall rating. The Trustee and the RCB are actively investigating what actions can be taken to improve value for members.

Details of all charges and transaction costs within the Scheme are included in the Trustee Chair’s annual statement (dated 9 December 2022) which is available on the RCB website.

Trustee Solutions Limited  
March 2023

## **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. Mercer provides quarterly investment reports to the Trustee reviewing how the investments have performed over the previous quarter and since inception.

## The Representative Church Body – Report 2023

The Trustee believes that environmental, social and governance (ESG) factors are important when investing Scheme assets. The Trustee considers how ESG, climate change and stewardship are integrated within Mercer’s investment processes and those of the underlying managers in the monitoring process.

PricewaterhouseCoopers audit the financial statements.

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

The new EU Directive on the activities and supervision of institutions for occupational retirement provision (the IORP II Directive) became law in April 2021. IORP II is intended to improve the management of pension schemes by implementing stricter rules around governance and communication. The Scheme was fully compliant with IORP II regulations by the 31<sup>st</sup> December 2022 deadline, with Risk management and internal audit key function holders appointed.

At the end of the last reporting period (31 May 2022) the Scheme had 173 active members and 41 deferred members. The value of the assets at that date was €13.78m (€13.17m at 31 May 2021) and the Scheme was compliant with all Revenue and Pensions Act (as amended) requirements.

Irish Pensions Trust Limited, as trustee of the Scheme  
March 2023

The Representative Church Body – Report 2023

**APPENDIX F**

**THE CHURCH OF IRELAND**

**CLERGY PENSIONS TRUSTEE DAC**

**REPORT ON THE CLERGY PENSIONS FUND**

**FOR THE**

**YEAR ENDED 31 DECEMBER 2022**

## The Representative Church Body – Report 2023

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## The Representative Church Body – Report 2023

### THE TRUSTEE AND ITS ADVISORS

<b>Trustee</b>	The Church of Ireland Clergy Pensions Trustee Designated Activity Company
<b>Registered Office</b>	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.
<b>Trustee Directors</b>	<i>Nominated by the RB Executive Committee</i> Ven Barry Forde Mr Alan Hood Ms Hilary Prentice*  <i>Nominated by the Church of Ireland Pensions Board</i> Mr Robert Neill Mr Adrian Robinson (Chair)
<b>Company Secretary</b>	Mr David Ritchie, Chief Officer and Secretary, Representative Church Body
<b>Fund Management and Advisory</b>	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
<b>Investment Managers</b>	The Representative Church Body ( <i>address as above</i> ) Irish Life Investment Managers, Beresford Court, Dublin 1
<b>Investment Custodians</b>	RCB – Northern Trust, Canary Wharf, London E14 5NT ILIM – Citibank, 1 North Wall Quay, Dublin 1
<b>Scheme Actuary</b>	Mr Liam Quigley, Mercer, Charlotte House, Charlemont Street, Dublin 2
<b>Consulting Actuaries</b>	Mercer Actuarial Services, Charlotte House, Charlemont Street, Dublin 2
<b>Auditors</b>	PricewaterhouseCoopers, Chartered Accountants and Registered Auditors, Spencer Dock, Dublin 1
<b>Solicitor</b>	Mr Mark McWha, Senior Solicitor, Representative Church Body
<b>Bankers</b>	Bank of Ireland, College Green, Dublin 2 Bank of Ireland, Talbot Street, Dublin 1
<b>Sponsor</b>	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
<b>Registered Administrator</b>	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
<b>Enquiries</b>	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.

\* appointed 20 September 2022 in place of Mr Henry Algeo (retired 4 October 2021)

## **INTRODUCTION**

The Trustee presents its annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2022. 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 2022**

### **Financial position of the Fund**

Year on year there was a decrease in the Fund assets of €20.2m with a closing value of €191.8m, having met benefit payments of €6.9m together with administrative and other costs of €0.3m.

Contributions to the Fund in the year were €2.5m, 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 -€15.4m 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 return on the Fund's assets in the year was -6.8% against a benchmark return of -13.6%. The benchmark is currently under review.

The development of the Fund is monitored by the Actuary and a full Actuarial 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 2021. This was the third 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 31 December 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 134).

Interest rates increased significantly during 2022, reducing 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 yield available on highly rated bonds of a similar duration to the liabilities of the Fund. Yields rose during the year, effectively reducing the cost of purchasing such bonds, and thus reducing the actuarially calculated liability.

In the 2021 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 2021.

## The Representative Church Body – Report 2023

The Actuary is also required to undertake an annual assessment of the Fund. The Actuary's annual assessment as at 31 December 2022 indicated that, based on 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, the Actuary confirmed that he was reasonably satisfied that, as at 31 December 2022, the Funding Proposal remained on track to achieve its objective.

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 remainder of the Funding Proposal period.

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 135).

A copy of the Actuary's Statement as at 31 December 2022 is included as Annex 4 (page 138).

During 2022, the RCB (as Sponsor) agreed to provide the Fund with a contingent secured loan for €20m to enable the Trustee to pursue a growth strategy to maximise future benefits and the ability of the scheme to provide pension increases.

### **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 2022 by the RCB Pension Administration department, the Church of Ireland Pensions Board and the RB 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 129). 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 2022 that no discretionary increases in pensions in payment be applied in 2023.

### **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*

## The Representative Church Body – Report 2023

*Ireland*, levels of Pensionable Stipend for Northern Ireland and the Republic of Ireland are fixed annually by the Standing Committee of General Synod on the recommendation of the Representative Church Body (RCB) and the Trustee.

In accordance with the Funding Proposal for the Fund, it was agreed by the Standing Committee in September 2022, on the recommendation of the RCB and the Trustee, that Pensionable Stipend levels with effect from 1 January 2023 should remain unchanged from 2022 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 2022 was 9.4%, therefore increases were applied on 1 January 2023 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 2022 is contained in the report from the Church of Ireland Pensions Board, set out in Annex 1 to this report (see page 131).

## **CONSTITUTION AND GOVERNANCE OF THE FUND**

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

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



## **The Trustee**

The Church of Ireland Clergy Pensions Trustee 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 115.

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.

Ms Hilary Prentice was appointed a Director of the Trustee in September 2022 in place of Mr Henry Algeo who retired from office in October 2021.

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 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 128).

Actuarial advice is provided by Mercer Actuarial Services, Dublin.

The RB Investment Committee, in conjunction with the RCB in-house investment team, take overall responsibility for investment management in furtherance of the investment objectives and strategy for the Fund, using Irish Life Investment Managers (ILIM) for the passive management of a proportion of the Fund (55% at year end 2022 compared to 57% at the end of 2021). 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.

## The Representative Church Body – Report 2023

During the year ended 31 December 2022 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 139).

### **Investment policy**

The overall investment objective of the Fund is to seek to maximise the total return on the assets under management over the longer term, while seeking to ensure that, as at 31 December 2023 the CPF is, at a minimum, fully solvent (in terms of both the Funding Standard and the Funding Standard Reserve) and that the Fund is appropriately de-risked.

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 is reviewed annually. A revised SIPP, taking into account the provision of a contingent secured loan by the Sponsor, was agreed in 2022 and can be found at Annex 6 (page 141). A review of investment objectives and strategy is currently underway in consultation with the Sponsor and the RB Investment Committee, with the advice of the Actuary.

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 in accordance with the investment strategy adopted by the Trustee. Certain equities are excluded in accordance with the RCB'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 2022 and is reviewed annually. The Procedure is available at <[www.ireland.anglican.org/clergypensions](http://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](mailto: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](http://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 2022**

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**FINANCIAL STATEMENTS 2022**

**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 (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”, 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 Pension Fund***

### **Report on the audit of the financial statements**

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#### **Opinion**

In our opinion, the Church of Ireland Clergy Pension Fund Financial Statements financial statements:

- give a true and fair view of the financial transactions of the scheme during the year ended 31 December 2022 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, which comprise:

- the statement of net assets as at 31 December 2022;
- the fund account for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

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#### **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.

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#### **Conclusions relating to going concern**

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the scheme's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

Our responsibilities and the responsibilities of the trustee with respect to going concern are described in the relevant sections of this report.





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### 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 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.

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### 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.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

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/b2380013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](https://www.iaasa.ie/getmedia/b2380013-1cf6-458b-9b8f-a98202dc9c3a/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.



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### **Other required reporting**

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#### **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 2022 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  
22 March 2023

**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 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”, 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) Going concern

The financial statements have been prepared on a going concern basis which is considered appropriate by the Trustee.

(v) 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.

(vi) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into euro at the rate of exchange ruling at the year end (2022 €1 = £0.8853; 2021 €1 = £0.8413).

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**ACCOUNTING POLICIES (CONTINUED)**

**PAGE 9**

(vii) 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.

(viii) 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.

(ix) 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**

**FINANCIAL STATEMENTS**

**FUND ACCOUNT**

**PAGE 10**

		Year ended 31 December	Year ended 31 December
	Notes	2022	2021
		€'000	€'000
<b>CONTRIBUTIONS AND OTHER RECEIPTS</b>			
Contributions	3	2,478	2,498
		<u>2,478</u>	<u>2,498</u>
<b>BENEFITS AND OTHER PAYMENTS</b>			
Benefits paid	4	6,938	6,786
Administrative expenses	9	284	253
		<u>7,222</u>	<u>7,039</u>
<b>NET WITHDRAWALS</b>		<u>(4,744)</u>	<u>(4,541)</u>
<b>RETURNS ON INVESTMENTS</b>			
Investment Income	5	1,111	2,103
Realised and unrealised investment (losses)/gains		(16,329)	27,751
Currency (loss)/gain		(121)	36
Investment management and professional expenses		(77)	(68)
<b>NET RETURNS ON INVESTMENTS</b>		<u>(15,416)</u>	<u>29,822</u>
<b>NET (DECREASE)/INCREASE IN FUND IN THE YEAR</b>		(20,160)	25,281
<b>BALANCE 1 JANUARY</b>		<u>211,983</u>	<u>186,702</u>
<b>BALANCE 31 DECEMBER</b>		<u><u>191,823</u></u>	<u><u>211,983</u></u>

*Signed on behalf of the Trustee:* A Robinson

RS Neill

*Date:*

14 March 2023

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**FINANCIAL STATEMENTS**

**STATEMENT OF NET ASSETS**

**PAGE 11**

		Year ended 31 December	Year ended 31 December
	Notes	2022 €'000	2021 €'000
INVESTMENT ASSETS	6	<u>191,198</u>	<u>211,519</u>
CURRENT ASSETS			
Debtors		625	464
CURRENT LIABILITIES			
Creditors		<u>-</u>	<u>-</u>
NET CURRENT ASSETS		<u>625</u>	<u>464</u>
NET ASSETS	11	<u><u>191,823</u></u>	<u><u>211,983</u></u>

*Signed on behalf of the Trustee: A Robinson*

*RS Neill*

*Date:*

*14 March 2023*

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND****NOTES TO THE FINANCIAL STATEMENTS****PAGE 12****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 Fund. 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 overall scheme, which takes account of such obligations, is dealt within the appendix titled "The Church of Ireland Clergy Pensions Trustee DAC – report on the Clergy Pensions Fund" in annual Book of Reports presented to the General Synod, along with the actuarial funding certificate and the actuary's annual certificate.

**3 SUMMARY OF CONTRIBUTIONS**

	2022 €'000	2021 €'000
Diocesan levies	2,378	2,393
Representative Church Body	99	104
Sundry	1	1
Total	<u>2,478</u>	<u>2,498</u>

The value of Northern Ireland contributions in sterling is £1.13m (2021: £1.08m) and was translated to euro at the year end rate of 0.8853 (2021: 0.8413).

The value of Republic of Ireland contributions is €1.1m (2021: €1.11m).

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 13**

**4 BENEFITS PAID**

	2022	2021
	€'000	€'000
Pensions to retired bishops and clergy	4,643	4,730
Pensions to surviving spouses and orphans	1,837	1,946
Commutation of pensions	458	47
Death Benefits	-	63
Total	<u>6,938</u>	<u>6,786</u>

The cost of Northern Ireland benefits in sterling is £3.4m (2021: £3.14m). This cost excludes administration charges.

The cost of Republic of Ireland benefits in euro is €3.13m (2021: €3.05m). This cost excludes administration charges.

**5 ANALYSIS OF INVESTMENT INCOME**

	2022	2021
	€'000	€'000
Investment income	875	2,096
Interest	235	2
Miscellaneous trust income	1	1
Securities Lending	-	4
Total	<u>1,111</u>	<u>2,103</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****PAGE 14**

	2022		2021	
	Market Value €'000	% of Fund	Market Value €'000	% of Fund
<b>6 INVESTED ASSETS</b>				
<b>ILIM managed</b>				
<b>Equities</b>				
UK	40,534	21.2%	41,175	19.5%
Europe ex UK	38,640	20.2%	46,531	22.0%
<b>Bonds</b>				
European	13,634	7.1%	15,237	7.2%
UK	12,392	6.5%	17,416	8.2%
	<u>105,200</u>	<u>55.0%</u>	<u>120,359</u>	<u>56.9%</u>
<b>RCB in-house managed</b>				
Property	5,430	2.8%	7,926	3.7%
Bonds and Bond Substitutes	10,860	5.7%	13,763	6.5%
Other	14,442	7.6%	22,889	10.8%
Cash on deposit	55,266	28.9%	46,582	22.0%
	<u>85,998</u>	<u>45.0%</u>	<u>91,160</u>	<u>43.1%</u>
	<u>191,198</u>	<u>100.0%</u>	<u>211,519</u>	<u>100.0%</u>

Cash on deposit included in the above schedule pertains to un-invested cash held by Representative Church Body for future investments. This is separate from Cash due from the Representative Church Body on the Statement of Net Assets.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 15**

**7 CONTINGENT LIABILITIES**

As stated in the accounting policies on pages 8 and 9 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 2022.

**8 CONTINGENT ASSET**

The Representative Body has provided a contingent asset for up to €20m to support the solvency of the Clergy Pensions Fund ("the Fund"). The contingent asset would be available to the Fund under certain circumstances, and will allow the Trustee of the Fund to maximise the return on invested assets for the Fund into the future. The contingent asset is available to the Fund to the end of the current Funding Proposal.

**9 ADMINISTRATIVE AND INVESTMENT MANAGEMENT EXPENSES**

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

**10 RELATED PARTY TRANSACTIONS**

- (a) The Trustee 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**

**PAGE 16**

	2022	2021
	€'000	€'000
<b>11 NET ASSETS</b>		
<b>REPUBLIC OF IRELAND</b>		
Contributions	1,151	1,164
Net benefits and other payments	(3,411)	(3,307)
Net transfer between sub divisions	(1,592)	(60)
Net withdrawals	(3,852)	(2,203)
Net returns on investments	(7,682)	14,848
Balance 1 January	105,154	92,509
Balance 31 December	<u>93,620</u>	<u>105,154</u>
<b>NORTHERN IRELAND</b>		
Contributions	1,327	1,334
Net benefits and other payments	(3,811)	(3,732)
Net transfer between sub divisions	1,592	60
Net withdrawals	(892)	(2,338)
Net returns on investments	(7,734)	14,974
Balance 1 January	106,829	94,193
Balance 31 December	<u>98,203</u>	<u>106,829</u>
<b>CONSOLIDATED FUND</b>		
Contributions	2,478	2,498
Net benefits and other payments	(7,222)	(7,039)
Net withdrawals	(4,744)	(4,541)
Net returns on investments	(15,416)	29,822
Balance 1 January	211,983	186,702
Balance 31 December	<u>191,823</u>	<u>211,983</u>

**12 POST BALANCE SHEET EVENTS**

No significant events affecting the Financial Statements have occurred since the Balance Sheet date.

**13 APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved by the Trustee on 14 March 2023.

**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 five meetings of the Board in 2022.

***Elected by the House of Bishops***

The Rt Rev AJ Forster (4)

***Elected by the General Synod***

Rev Canon John Auchmuty (3)

Mrs Cynthia Cherry (resigned 15 November 2022) (2)

Mr Michael Johnston (elected 8 March 2022) (3)

***Elected by the Representative Church Body***

Rev Canon Henry Gilmore (4)

Mrs Judith Peters (5)

Mrs Heather Pope (5)

**Chairperson** – Mrs Judith Peters

**Vice-Chairperson** – Rev Canon John Auchmuty

**Honorary Secretary** – Mrs Heather Pope

**Pensions Administration Manager** – Ms Julie Bond

***Grants Committee***

Mrs Judith Peters

Rev Canon John Auchmuty

Mrs Heather Pope

**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 G to the Report of the RCB (*Church of Ireland General Synod Reports 2023*, page 147).

## 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*.

## 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 2022	282	119	305	166
Leavers with deferred benefits	(3)	3	-	-
Leavers taking benefits elsewhere	-	(1)	-	-
Deaths before retirement	(1)	(1)	-	-
New pension arising from PAO	-	3	-	-
Retirements on pension	(10)	(12)	17	-
Returned to active service	-	-	-	-
Deaths on pension	-	-	(15)	(16)
New spouses’ pensions	-	-	-	11
At 31 December 2022	268	111	307	161

**Notes:** The following adjustments were made to the reconciliation:

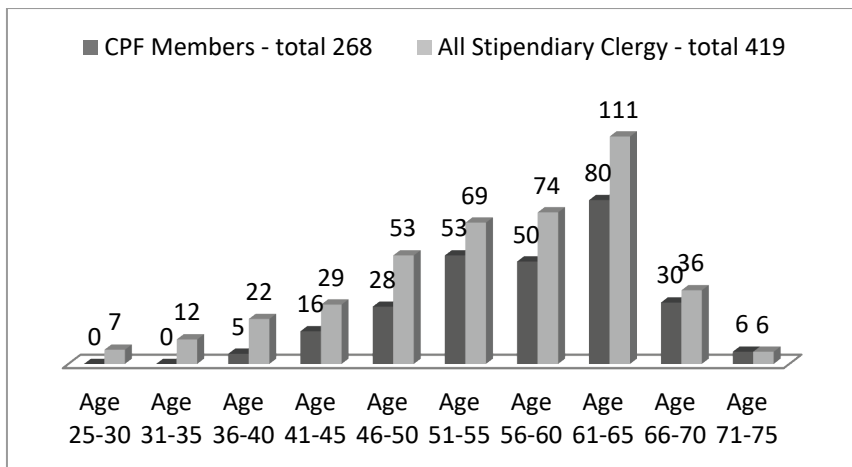
- Duplicates were identified in the ‘active’ and ‘deferred’ lists. Actual retirements by active members during the period was 7; actual deferred retirements in the period was 11.
- A duplicate was identified in the ‘Pensioners’ list. Actual new pensioners during the period was 18.

In addition there were 7 child dependency allowances in payment at 31 December 2022 (12 at 31 December 2021).

## The Representative Church Body – Report 2023

There are two clergy who commenced in the stipendiary ministry before 31 May 2013 who elected to leave the Fund and make independent pension arrangements. Both sought and were granted exemption.

### *Age distribution of stipendiary clergy*



#### 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 set out the table below:

Date of birth	Normal Retirement Age	Number of members in each retirement age category at 31 December 2022
31 May 1949 and before	65	0
1 June 1949 to 31 May 1954	66	11
1 June 1954 to 31 May 1959	67	55
1 June 1959 and after	68	202

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 2023 are:

	€		£
Clergy	2,040,634	and	2,275,710
Surviving spouses and orphans	859,453	and	849,650
	<u>2,900,087</u>	and	<u>3,125,360</u>

The total annualised pensions in payment translated to euro at the year-end exchange rate of 0.8853 are €6,430,371.

## 6. CONTRIBUTIONS

A contribution from central funds amounting to €98,571 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 2022, lump sums totalling €187,452 and £240,065 became payable in respect of 15 members as follows:

Died in service (0); died within five years following retirement (3); paid on retirement (4); deferred pension (8).

## 8. EXTERNAL CONTACTS FOR INFORMATION AND SUPPORT

The Board has compiled a guide towards external sources of information 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 closure 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 53 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 (AVCs) which are invested with the Standard Life

## The Representative Church Body – Report 2023

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. Funds held in Standard Life at 31 December 2022 amounted to €0.20m.

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 2022

	Membership 31/12/21	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/22
RI	4	0	0	0	0	4
NI	<u>2</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>
Total	6	0	0	0	1	5
Previous Year	7	0	0	0	1	6

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

	2022 €'000	2021 €'000
Contributions received	8	8
Less paid on retirement or death	(6)	(74)
Less transfers to Clergy DC Scheme	(0)	(0)
Realised Gain on retirement and transfers to the Clergy DC Scheme	<u>6</u>	<u>33</u>
	8	(33)
Balance 1 January	193	225
Currency Translation Adjustment	<u>(1)</u>	<u>1</u>
Balance 31 December	<u><u>200</u></u>	<u><u>193</u></u>



## 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 yearend 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. An accountants' report has not been provided for these financial statements, as the balance of €199,968 is included within the scope of the Representative Church Body's audit.
4. Sterling balances and transactions have been translated to euro at the rate of exchange ruling at 31 December 2022 €1 = £0.8853 (2021 €1 = £0.8413).

**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 the end of 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.

The Representative Church Body – Report 2023

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:** 30/09/2021

**EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY):** 30/09/2018

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 €203,422,000.00, 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 €157,791,000.00, 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:** 08/04/2022

**Name:** Mr Liam Quigley **Qualification:** FSAI

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

**Submission Details**

**Submission Number:** SR2893047 **Submitted Electronically on:** 08/04/2022

**Submitted by:** Liam Quigley

# The Representative Church Body – Report 2023

## FUNDING STANDARD RESERVE CERTIFICATE



An tÚdarás Pinsean  
The Pensions Authority

### SCHEDULE BE

Article 4

### FUNDING STANDARD RESERVE CERTIFICATE

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

**SCHEME NAME:** The Church of Ireland Clergy Pensions Fund

**SCHEME COMMENCEMENT DATE:** 01/01/1976

**SCHEME REFERENCE NO.:** PB1667

**EFFECTIVE DATE:** 30/09/2021

**EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY):** 30/09/2018

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 €157,791,000.00,

(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 €203,422,000.00,

(3) €67,129,000.00, 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 €9,066,000.00,

(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 €6,921,000.00,


(6) the aggregate of (4) and (5) above amounts to €15,987,000.00, and

(7) the additional resources (as defined in the Act) of the scheme amount to €45,631,000.00, of which, in accordance with and within the meaning of the guidance issued by the Authority and prescribed under section 47 of the Act, €0.00 comprises contingent assets and €0.00 of such contingent assets comprise an unsecured undertaking.

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

## The Representative Church Body – Report 2023

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:** 08/04/2022

**Name:** Mr Liam Quigley **Qualification:** FSAI

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

### Submission Details

**Submission Number:** SR2893048 **Submitted Electronically on:** 08/04/2022

**Submitted by:** Liam Quigley

ANNEX 4

ACTUARY'S STATEMENT



welcome to brighter

# Church of Ireland Pension Fund Annual Statement

Year ended 31 December 2022

Pensions Authority reference number: PB1667

## Actuary's Statement

I completed a review of the financial position of the Fund as at 30 September 2021. 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.

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. I have undertaken a review as at 31 December 2022 to consider 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 assumptions about the future. Based on the assumptions employed, the Scheme's assets are 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, as at 31 December 2022, the funding proposal remained on track to achieve its objective.

A handwritten signature in blue ink, appearing to read 'Liam Quigley', positioned above a horizontal line.

**Liam Quigley**

Fellow of the Society of Actuaries in Ireland

Certificate number: P044

Date: 29 March 2023

## ANNEX 5

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

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

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

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

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

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

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

## The Representative Church Body – Report 2023

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 2022



## ANNEX 6

### CHURCH OF IRELAND CLERGY PENSIONS FUND (“the Scheme”)

#### STATEMENT OF INVESTMENT POLICY PRINCIPLES

##### **Introduction**

The purpose of this Statement of Investment Policy Principles (‘SIPP’) is to outline the policies and guidelines that have been determined by the Trustees to govern the management of the Scheme’s assets. It provides an overview of the Trustees’ investment objectives, investment policies, risk measurement and their risk management processes.

This document has been provided to the RB Investment Committee as the Scheme’s Investment Advisor and has been used to develop detailed guidelines for the investment of the Scheme’s assets by the selected investment managers, which are separately documented.

##### **Investment Objectives**

The overall investment objective of the Trustees is to ensure that the benefits of the Scheme continue to be affordable and that ultimately the level of benefits set out in the Trust Deed and Rules can be paid.

The overall investment strategy aims to maximise the investment return, net of fees, while managing risk by maintaining a maximum ratio of Growth to De-risked Assets in the investment portfolio. De-risked Assets are holdings in liability matching asset classes and generally comprise fixed income sovereign bonds, high grade corporate fixed interest bonds and cash. Growth Assets are represented by all other asset classes.

In the short term a key objective is to ensure that the Scheme exits the current Funding Proposal by 31 December 2023. Over the long-term, a core objective is to ensure that the Scheme continues to meet the Funding Standard and Funding Standard Reserve requirements on an ongoing basis. A triennial actuarial valuation is completed by the Scheme’s actuary to assess the Scheme performance against the Funding Standard and the Funding Standard Reserve. The latest triennial valuation was completed as at 30 September 2021.

The investment strategy for the Scheme results from a review undertaken during 2021 carried out with the assistance of the Scheme’s actuary and using membership and actuarial estimates as at 31 December 2020. A summary of this review is detailed below.

##### **Summary of Investment Review 2021**

Long term projections indicate that a net total return on the fund’s assets of c1.5% per annum should be sufficient to meet the long term pension liabilities of the Scheme over its remaining life/term. Such a target rate of return would be consistent with a 40:60 split of the Fund’s assets (40% Growth versus 60% De-risked Assets). However, these projections also indicate that while such a rate of return would be adequate over the life of the scheme taken as a whole, it may not be sufficient to meet the discrete annual Funding Standard

Reserve requirements at all times throughout the life of the Scheme, in particular where it is assumed that increases to pensions in payment are awarded in line with inflation post 2023.

Following discussion with the Sponsor the Trustees have determined that, for the current period until 31 December 2023, the target rate of total return to the fund, net of fees, should be 2.6 % per annum, consistent with a 60:40 split of the assets between Growth and De-risked Assets. In determining this, the Trustees have taken into consideration a range of factors including the Sponsor providing the Scheme with a Contingent Asset in the form of security over assets with a market value of €20m.

### **Formulating Investment Policy**

The Trustees have responsibility for setting and monitoring the investment strategy of the Scheme.

#### *Investment Advisor*

The Trustees have appointed the RB Investment Committee as the Scheme's Investment Advisor. The Investment Advisor is responsible for appointing suitable investment managers, managing the asset allocation within pre-agreed limits and for recommending any direct investment to the Trustees. The Trustees recognise the need to work with the Investment Advisor in formulating the investment policy. The Investment Advisor is available to meet with the Trustees and to attend any Trustee meeting at the request of the Trustees so as to consider the investment performance and to advise of any changes to the investment objectives.

#### *Environmental, Social and Governance Considerations*

The Trustees currently adopt the RCB Environmental, Social and Governance (ESG) policy and the RCB Climate Change policy. The Investment Advisor will consider ESG and climate change as part of any investment decision and will report on ESG considerations annually to the Trustees.

#### *Sponsor*

In setting the investment policy, the Trustees recognise that the Sponsor's continued financial support of the Scheme is of utmost importance in serving the best interests of members. Therefore the principles outlined in this Statement are not shaped by the objectives of the Trustees in isolation, but also in collaboration with the Sponsor. This SIPP was presented to the Sponsor and noted at its meeting on 5 April 2022.

### **Risk Measurement**

The ideal risk management strategy for any pension scheme would be to match fund assets and pension liabilities in duration, currency and volatility. However, this hedged strategy would be expected to deliver low long term returns and thus require high contributions. The Scheme therefore needs to hold asset classes with higher expected returns in order to keep funding costs at an acceptable level over the life of the Scheme. Growth Assets will involve higher risk and volatility, particularly over the short term and it is therefore important to conduct regular investment risk assessments.

The key investment risk is that the Scheme’s funding level may deteriorate as a result of the investment strategy which would in turn increase the costs of funding and may threaten the viability of possible future discretionary pension increases or even the future sustainability of the Scheme.

The Trustees have therefore considered the following as part of their investment risk analysis:

- **Scenario analysis:** The Trustees have considered projected outcomes for a number of different investment strategies.
- **Hedge ratios:** Hedge ratios assess the extent to which the liability matching portfolio behaves in line with the liabilities. The funding level and duration of the liabilities and the extent and duration of bond investment are key components to this calculation. It is important to consider hedge ratios on both short term (Funding Standard) and long term measures of the liability. Given the current interest rate environment, a key Trustee concern is maintaining/improving the Scheme’s Funding Standard position.
- **Duration of the liabilities:** Duration is an assessment of sensitivity to changes in interest rates, and this can vary significantly depending on the liability valuation measure under consideration.
- **Currency:** The currency denomination of the liability has been considered by the Trustees in determining the currency split of the investment portfolio.
- **Contribution impact:** The Trustees and the Sponsor have considered differing contribution rates which would be required for a range of **pension** outcomes.
- **Qualitative risk assessment:** The Trustees have consulted with the Investment Advisor and the Sponsor as part of the investment strategy review process and in relation to the selection of fund managers and direct investments.

The Trustees regularly review the investment strategy and the risks including considering ESG compliance.

### **Investment Policy and Asset Allocation**

The Trustees, with the assistance of their advisers, have devised and adopted an asset allocation framework which takes into consideration:

- The required level of return consistent with the tolerance for risk
- The requirement to satisfy the Funding Standard and associated risk reserve requirements on an ongoing basis
- A de-risking objective over the long term as the funding level improves and as the Scheme matures.

***Current strategic asset allocation for the Scheme:***

<b>Asset class</b>	<b>Short term Allocation range (%)</b>	<b>Medium term target Allocation (%)</b>	<b>Long term target Allocation (%)</b>
<b>Matching/De-risked assets</b>			
Cash	2.5 – 30.0	2.5 – 30.0	2.5 – 72.5
Bonds	10.00 – 37.5	10.0- 37.5	2.5 - 72.5
<b>Sub-total</b>	<b>40.0</b>	<b>40.0</b>	<b>75.0</b>
<b>Risk assets</b>			
Equities	22.5 – 60.0	22.5 – 60.0	12.5 - 25
Private equities/alternatives	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
Hedge funds	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
Credit (high yield) bonds	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
Property	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
Gold/Mining stocks	0.0 – 10.0	0.0 – 10.0	0.0 – 5.0
<b>Sub-total</b>	<b>60.0</b>	<b>60.0</b>	<b>25.0</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

The table shows the short, medium and long term allocations and the ranges within which the Trustees believe that the investment objectives can be achieved. The long term allocation describes the split that the Trustees aim to move toward, over the long term, as the Scheme matures and as Scheme finances and investment conditions permit.

***Currency allocation***

The Scheme’s liabilities are denominated in both Sterling and Euro as the Scheme members are based in both Northern Ireland and the Republic of Ireland. The assets are managed on a basis that recognises the underlying currency denomination and split of the Scheme’s liabilities.

Exposure to assets denominated in currencies other than Sterling and Euro, as part of investment decisions and individual stock selection by the Investment Managers, is subject to defined limits set by the Trustees.

**Rebalancing and De-risking**

The Trustees recognize that even though the Scheme’s investments are subject to short-term volatility, it is critical that a long-term investment focus be maintained. The Trustees intend to avoid ad-hoc revisions to their philosophy and policies in reaction to either speculation or short-term market fluctuations.

Rebalancing is considered as part of the annual investment review by the Trustees.

The strategic asset allocation is likely to evolve over the long term to reflect a reduced growth portfolio and an increased sovereign bond allocation.

### **Risk Management**

The Trustees ensure that they understand the performance, risk and other characteristics of all asset classes and funds that the Scheme invests in. Investment guidelines and targets are agreed with external managers to ensure that the assets:

- Are invested in a manner designed to ensure the security, quality and liquidity of the assets as a whole is appropriate having regard to the nature and duration of the expected liabilities of the Scheme.
- Are predominantly invested in regulated markets.
- Are properly diversified in such a way as to avoid excessive reliance on any particular asset, issuer or group of undertakings and so as to avoid accumulations of risk in the portfolio as a whole.
- Include use of derivative instruments only in so far as they contribute to a reduction in investment risks or facilitate efficient portfolio management.

Performance is reviewed by the Trustees at regular intervals based on reports independently collected and calculated by the Investment Advisor. The Fund's performance is also reviewed by the Trustees relative to the long-term required return and benchmark.

The Trustees also receive from the Investment Advisor an assessment of performance, together with an analysis of the factors affecting performance, relative to the Fund's benchmark.

### ***Risk controls***

The Trustees use a number of measures to control and reduce the risks associated with making investments including the following:

- **Diversification:** The Trustees aim to invest in a range of asset classes in order to achieve the required real long-term return while limiting the volatility of returns. Where practical, investments are spread geographically, across industry sectors and individual stocks.
- **Manager restrictions:** The Trustees have an Investment Management Agreement (IMA) in place with external investment managers. Each IMA contains restrictions which limit the risk from each individual stock or security held and which prohibit unsuitable investment activity. Compliance with the IMA is monitored.
- **Risk versus the liabilities:** The Trustees have adopted an investment strategy that they believe is capable of achieving the long term target return while being mindful of the Minimum Funding Standard requirements. However, future returns are uncertain, and the long-term risk is that the value of the assets may not increase sufficiently over time

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to allow the Trustees to provide all of the intended benefits. The Trustees review this risk by monitoring the performance of the assets and the liabilities in the Triennial Actuarial Valuations, funding updates and Interim Valuations from time to time.

- **Custody:** The Trustees ensure the separation of responsibility for the safe-keeping or custody of the Fund's financial assets from its investment managers and the protection of the financial rights attaching to those assets by the employment of an independent global custodian.

The Trustees measure and monitor risk in the portfolio on a regular basis. Investments are regularly considered as part of Trustee meetings. In addition, the Trustees formally review the Scheme's investment strategy in conjunction with actuarial valuations of the Scheme or following any significant change to the Scheme.

The Trustees ensure that the investment of the Scheme's assets adheres to the requirements of the Occupational Pension Schemes (Investment) Regulations 2006.

### **Review**

The assumptions underlying the risk assessment had an effective date of 31 December 2020. Actual experience will differ from the assumptions (perhaps significantly) and consequently, the Trustees will regularly review the investment strategy.

The success of the current strategy will be reviewed on at least an annual basis, with a formal investment strategy review being carried out every 3 years or following any significant change in the circumstances of the Scheme.

**Effective Date of this Statement:** 17 October 2022

## APPENDIX G

### 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 2022

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 2022 of not less than:

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£14,617	€18,150
Surviving spouse 80 or over	£15,172	€18,839

On 31 December 2022, pensions were in course of payment to 161 surviving spouses (excluding widows of voluntary members) of clergy of the Church of Ireland. Two surviving spouses required a grant during the year to bring their total income up to the relevant figure in the table. One of these surviving spouses died part way through 2022.

During 2022, 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.

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As a result of these grants, the actual minimum income of surviving spouses during 2022 exceeded the figures in the Table by £3,400.

### (ii) Removal Grants

A grant to a surviving spouse towards the cost of removal, if their spouse was in the service of the Church of Ireland at the time of death, up to a sum of £2,286 if he or she died while holding office in Northern Ireland, or €4,283 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 £5,144 if they died while holding office in Northern Ireland or €6,425 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 £1,715 if they resided in the United Kingdom or €2,142 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 2023

Due the unexpended surplus for 2022 and expected dividend income for 2023 it is not necessary to request for an allocation from General Synod to the Fund for 2023.

The unexpended surplus for 2022 and dividend income for 2023 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 2023 as follows:



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### (i) Minimum Income of Surviving Spouses and Orphans

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£15,933	€19,782
Surviving spouse 80 or over	£16,538	€20,534

It is estimated that the cost of this scheme will be £3,588.

### (ii) Removal Grants

Northern Ireland	£2,526
Republic of Ireland	€4,634

### (iii) Immediate Grants to Surviving Spouses

In service:

Northern Ireland	£5,684
Republic of Ireland	€6,951

In retirement:

Northern Ireland	£1,895
Republic of Ireland	€2,317

## 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.

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**THE SUPPLEMENTAL FUND**

**31 December 2022**

**INCOME AND EXPENDITURE ACCOUNT**

	2022 €'000	2021 €'000
<b>INCOME</b>		
Investment Income	48	47
Income from Trusts and Donations	2	2
	<u>50</u>	<u>49</u>
<b>EXPENDITURE</b>		
Augmentation – Surviving Spouses and Orphans	5	6
Grants to Surviving Spouses	16	24
Expenses	3	5
	<u>24</u>	<u>35</u>
<b>OPERATING SURPLUS FOR THE YEAR</b>	<b>26</b>	<b>14</b>
Balance 1 January	2,048	1,710
New Investments	-	-
Revaluation movement	(228)	320
Currency translation adjustment	(3)	4
Balance 31 December	<u>1,843</u>	<u>2,048</u>
<b>FUNDS EMPLOYED</b>		
Investments	1722	1,950
Cash held with the RCB	121	98
	<u>1,843</u>	<u>2,048</u>

**THE SUPPLEMENTAL FUND**

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**ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2022**

	2022 €'000	2021 €'000
Investments at Valuation		
RB General Unit Trusts	1,722	1,950
	<u>1,722</u>	<u>1,950</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.
3. An accountants' report has not been provided for these financial statements, as the balance of €1,843,000 is included within the scope of the Representative Church Body's audit.

## **OTHER FUNDS ADMINISTERED BY THE BOARD**

### **1. Church of Ireland Clergy Widows’ and Orphans’ Society**

Grants are paid on the recommendation of the Board. The total of grants paid in 2022 was €9,000 and £19,091.

### **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 €64,125 plus £64,491 were allocated in 2022. 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.

### **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 2022 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. One surviving spouse benefited from the allocation.

The Board has applied to the Priorities Fund Committee for a grant for 2023.

### **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 require nursing/home care either for themselves or their spouses including health and paramedical expenses.

During 2022, grants totalling €9,180 were paid to one retired clergy.

**5. Rev Precentor RH Robinson Bequest**

The income of this bequest, currently circa €10 per annum, is being allowed to accumulate to provide a reasonable grant level.

**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 2022, the total of grants paid was €1,885.

**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 manner to that of the Housing Fund and (ii) greater support for retired clergy resident in Northern Ireland or outside Ireland.

Income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €11,801 and £3,658 to eight surviving spouses and grants totalling £7,815 to four retired members of the clergy.

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

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APPENDIX H

**FUNDS RECEIVED BY THE REPRESENTATIVE CHURCH BODY IN 2022  
TO BE HELD IN TRUST FOR PARISHES, DIOCESES ETC**

	£	€
Armagh Cathedral Deanery Appeal	25,000	
Armagh Cathedral Organ Fund	15,000	
Ballyphilip - Sale of Glebeland	249,672	
Belfast St George - Sale of Glebe	9,000	
Blackrock All Saints - Dun Laoghaire Christian Institute		103,704
Blessington No. 1 School		20,000
Camus Juxta Mourne Parish Funds	25,000	
Church Education Society		20,000
Clane - Sale of Glebe		12,426
Clogher Diocesan Funds	86,589	
Clondehorkey Group Sundry Trusts - No.1		300
Constance Joyce Brown Bequest	50,000	
Coolbanagher (Emo) Closed Social Club Account		5,000
Cynthia Good Bequest		36,000
D&G Board Of Education - Rural Distribution		6,464
D&G Board Of Education - Urban Distribution		3,496
Dalkey - Dun Laoghaire Christian Institute		103,704
Donegal Protestant Board of Education - Trust No:1		315,000
Donegal Protestant Board of Education - Trust No:2		94,000
Donegal Protestant Board of Education - Trust No:3		100,000
Dun Laoghaire - Dun Laoghaire Christian Institute		103,704
Dunfanaghy Parish Funds		33,000
Eithne Pope Bequest		1,803
Glenageary - Dun Laoghaire Christian Institute		103,704
Holy Trinity Killiney - Dun Laoghaire Christian Institute		103,704
Hugh Gore Institute CLG		100,000
In Memory of Darryl Hewitt	2,000	
In Memory of George & Ethel Mills		1,177
In Memory of Mary Patton		1,000
James Courtney Deceased	24,781	
Joan Lambert Bequest		50,000
Joan Morton Bequest		5,000
Johnston - Moore Bequest		400
Joseph Russell Bequest		23,800
Julia & John Mayne Bequest	3,000	
Kanturk - Sale of Church		3,766
Kildare - Sale of Glebe		12,962
Kildrumferton Sundry Trusts		765
Kilkenny St Mary - Sale of Alms Houses		440,543
Kilkenny St Mary - Sale of Church (80%)		189,356
Kill o' the Grange - Dun Laoghaire Christian Institute		103,704

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	£	€
Killiney Ballybrack - Dun Laoghaire Christian Institute		103,704
Kilmeague - Sale of Glebe		12,962
Kilmore (Down) - Sale of Glebe	5,386	
Kilmore (Down) - Sale of Glebe Cottage	25,212	
Kilmore (Kilmore) - Sale of Glebeland		98,192
Kilnegarna (Liss) Sale of Church (80%)		27,808
Knocknarea - Sale of Glebe		10,000
Leslie Alexander Mills Trust		316,901
Limerick & Killaloe Diocesan Board of Education		15,000
Mohill - Sale of Glebe		97,530
Monkstown - Dun Laoghaire Christian Institute		103,704
Mount Merrion (St Thomas) - Dun Laoghaire Christian Institute		103,704
Mullabrack - Sale of Land at Parochial Hall	1,221	
Newtownfertullagh Sale of Church (80%)		39,693
NIES Wayleaves	5,845	
Powerscourt Parochial Funds		1,000,000
Protestant Aid		750,000
Protestant Aid No. 2 Account		750,000
Ramoan Sunday School Fund	10,000	
Richard Willmott Donation		1,000
Robert Thompson Bequest	10,000	
Spencer Hayes Bequest		5,952
St Matthews Church Irishtown Fund (Sale of St Mary's Donnybrook)		3,060,480
St. Matthew's National School		1,000,000
Stillorgan - Dun Laoghaire Christian Institute		103,704
Tipperary Glebe Profit Sale		75,000
Tom Andrews Bequest		20,000
Tullamore - Sale of Glebe		73,527
Tullow - Dun Laoghaire Christian Institute		103,704
Waterford & Bishop Foy Endowed Schools		150,000
William Roe Bequest		20,000
Zion Garden of Remembrance		2,500
	547,707	10,143,543

**APPENDIX I**

**ARCHIVE OF THE MONTH 2022**

January:	Parish Register Accessions During 2020 and 2021
February:	The Papers of John Farr, Master Builder, Armagh
March:	Important Map Showing the Development of Glasnevin, Co. Dublin
April:	‘The True Story of a Revolution’: The Unpublished Memoir of Emily Ussher’, 1914-1924
May:	Archival Puzzle Solved by Deposit of Papers Relating to the Haydn Family of Limerick
June:	Rosamond Stephen’s Civil War/ 100th Anniversary of the Loss of the Public Records Office of Ireland, June 1922
July:	MS 1111: Sir John Stevenson’s Music for the Installation of the Knights of St Patrick, 1819
August:	Sermons of the Revd George Sealy: A Valuable Insight to Religious Life in Late 18th- and Early 19th-Century Cork
September:	Parish ‘Number 1218’: Ahascragh, Co. Galway
October:	Maps and Plans for Counties Mayo, Galway and Sligo, 1753-1873
November:	The Department of Fiction in the RCB Library
December:	The RCB Library Marks 90 Years



## APPENDIX J

### ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE REPRESENTATIVE CHURCH BODY LIBRARY, 2022

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 the relevant local custody, unless otherwise indicated.

##### **Castlecomer and Castlecomer Colliery (Ossory)**

Eight volumes of copy registers containing baptisms, 1799-200; Marriages, 1845-2007; and burials, 1799-2001.

##### **Clara (Meath)**

Register of marriages, 1845-1956; Register of burials, 1876-1979; Vestry Minute Books, 1818-1979; Account book, 1871-1927; Preachers' books, 1944-2013

##### **Clonfert and Banagher (Clonfert)**

Clonfert: Vestry minute book, 1912-1921; Register of vestrymen, 1883-1917; Preachers' book, 1882-1899

Donanaughta: Vestry minute book, 1777-1802

Lickmolassy/Portumna: Combined register of baptisms, 1760-1810; marriages 1762-1816 and vestry minutes, 1771-1810.

##### **Cloughjordan (Killaloe)**

Cloughjordan: Preachers' book, 1975-1989

Borrisnafarney: Combined register of baptisms, 1827-1997; marriages, 1827-1851; and burials, 1828-1997; Register of marriages, 1957-2007

Templeharry: Register of vestrymen, 1929-2003

##### **Crumlin (Dublin)**

Account books, 1965-2002

##### **Douglas (Cork)**

Douglas: Vestry minute book, 1961-1986

Blackrock: Preachers' books, 1971-2014; Minute books and annual reports of the Social Club, 1921-1942; and 1932-1941; the Badminton Club 1935-1946; and St Michael's Lawn Tennis Club, 1937-1966

Frankfield: Account book, 1865-1873; Preachers' book, 1956-2007; Miscellaneous loose papers, 1862-1938

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Marmullane: Combined register containing baptisms, 1801-1842; marriages, 1792 only and 1802-1842 and burials, 1803-1843 with a schedule of sittings in the church for the year 1809; Register of vestrymen, 1870-1942; Burial fees register, 1874-1912; Register of sittings with plan of church, 1913, and Sustentation Fund account book, 1952-1958.

### **Drumgoon/Cootehill (Kilmore)**

Miscellaneous loose papers, including deed of consecration of the church, 1827-1952.  
From the children of the late Canon Cecil and Revd Sandra Lindsay, Co. Cavan

### **Dun Laoghaire (Mariner's Church)**

Photograph of the children in the Mariners Church School in 1910, with their master. The photograph includes Bill Dormer (fifth from left in the back row).  
Donated by his daughter Hilary Semple, Monkstown, Co. Dublin

### **Howth (Dublin)**

Miscellaneous loose papers, including orders of service, 1966-1996; Parish newsletters, 1990-2005 and copies of the Ecumenical newsletters of the Baldoyle, Bayside, Howth and Sutton Group, 1996-2000  
From the Revd Cecil Hyland, Dublin

### **Killala Union (Tuam, Limerick and Killaloe)**

Castleconnor: Register of marriages, 1958-2010  
Easkey: Register of marriages, 1965-2012  
Kilglass: Register of marriages, 1958-2021  
Kilmoremy: Register of marriages, 1957-2018 and Preachers' book, 1990-2015

### **Killarney and Aghadoe (Ardfert)**

Killarney: Register of vestrymen, 1870-1920; Account books, 1874-1925; Register of church members, 1878-1934, including confirmations for 1877; Deeds relating to premises in Killarney, 1811-1867; undated plans of the church and parochial school; Inter-parochial fellowship group minute book, 1958-1971; Miscellaneous loose papers, 1884; 1923-1965.  
Aghadoe: Vestry minute book, 1839-1887; Register of vestrymen, 1870-1917 and Register of church members, 1870-1899.  
Knockane: Vestry minute book, 1815-1876  
Muckross chapel of ease: Preachers' book, 1900-1976

### **Killiskey (Glendalough)**

General vestry minute book, 1997-2019

### **Kilmacshagan (Killala)**

Preachers' books, 1880-1982

### **Leeson Park (Dublin)**

Significant file of plans and drawings for various improvement and refurbishment projects, 1984, 1987, 2002, 2008, undated.

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Miscellaneous loose papers of historical interest including draft and printed parish histories, a copy of the booklet produced for the dedication of the war memorial and cross (1920), copies of the agreement between the Church of Ireland and Methodist Church in Ireland for the joint use of the church and subsequent administration and history of same (1977), and materials relating to the organ.

### **North Strand & St Barnabas (Dublin)**

Original 8mm cine footage made by Florence May Horner, primary school teacher at St Columba's North Strand for 40 years, capturing silent movies of school excursions, services and Girls' and Boys Brigade displays in both churches.

From Robert Horner, Vancouver, Canada

### **Rathfarnham (Dublin)**

Preachers' book, 2006-2018

### **Rathmichael (Dublin)**

Architectural drawings of the church altar, 1967 and of the Erck Hall, 1992; Fete committee minutes, 1972-2002; Minutes of the Inter-church pilgrimage organised with St Brigid's parish, Cabinteely, 2000; maintenance file on the rectory, 2007-2010 and Parish Newsletters, 1965-2020.

### **St Andrew (Dublin)**

Notebook containing photographs of the memorials and contents of the church prior to closure, c. 1994

From Christ Church Cathedral, Dublin

### **St Bartholomew (Dublin)**

Vestry minute book, 2012-2018 with three bound volumes containing correspondence and related materials created by the select vestry in the course of its work, 1998-2016; Preachers' book, 2012-2021; Parish Magazines, 1961-65; Correspondence & papers relating to the choir & organ, including dedication of a new organ in December 1963 with subsequent inaugural recital programmes and other materials, 1964-67; and again the rebuilding of the organ in 2001, and inaugural recital, 2002; Quinquennial Inspection Report, commissioned by the Select Vestry, from Howley Hayes Architects, surveying church structure and fabric, 2014; case containing various rolled illuminated addresses to Canon Richard Travers Smith (incumbent 1871-1905), including one from the parishioners of St Stephen's church, of which he was chaplain, 1858-71, original photographs of successive vicars and aspects of parish life: choir, scout group, processions, church workers in 1935, the visit of the Archbishop of Canterbury in 1967; a small set of lantern slides, and original printers blocks of the church and vicarage 19th-20th c

### **South Leitrim Group (Kilmore, Elphin & Ardagh)**

Annaduff: Baptisms (in the vestry minute book), 1795-96 only; Register of baptisms, 1879-2013; Marriages (in the vestry minute book, 17795-96 only; Registers of marriages, 1845-1955; Register of burials, 1879-202; Vestry minute book, 1760-1820; Preachers' book, 1950-1975.

Aughrim: Register of marriages, 1885-1910; Register of burials, 1898-1977.

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Aughavass: Register of marriages, 1957-1972; Vestry minute book, 1901-2021 and Preachers' book, 1986-2021.

Cloon: Vestry minute book, 1871-1990; Register of vestrymen, 1870-1973; Confirmation register, 1917-1960.

Drumreilly: Combined register of baptisms, 1877-2011 and burials, 1877-2022; Register of marriages, 1963-2004; Vestry minute book, 1908-12; Register of vestrymen, 1870-1963.

Drumshambo: Register of baptisms, 1886-2015; Register of marriages, 2005 only; Register of burials, 1885-2002; Vestry minute books, 1871-1922; Register of vestrymen, 1891-1976; Preachers' books, 1943-1974; Confirmation register, 1914-1957.

Farnaught: Register of baptisms, 1883-2020; Register of marriages, 1954-2007; Register of burials, 1892-2018; Preachers' book, 1972-2001.

Fenagh: Register of baptisms, 1883-1962; Register of burials, 1883-2016.

Kilmore: Register of marriages, 1973 only; Vestry minute books, 1874-1981; Register of vestrymen, 1874-1970.

Kilronan: Registers of marriages, 1847-1957 and Preachers' book, 1936-1984.

Kiltoghart: Combined register of baptisms, marriages and burials, 1785-1791, including vestry minutes and poor list; Registers of baptisms, 1860-2021; Registers of marriages, 1845-1994; Vestry minute books, 1770-2000; Register of vestrymen, 1870-1970; Confirmation register, 1908-2010.

Kiltubrid: Confirmation register, 1917-1960.

Mohill: Register of baptisms, 1879-2020; Register of marriages, 1957-2006; Register of burials, 1886-2022; Vestry minute books, 1902-2015; Register of vestrymen, 1873-2013; Account books, 1927-1968; Preachers' books, 1893-1999; Confirmation register, 1917-2019.

Outragh: Register of baptisms, 1880-2021; Register of marriages, 1970-1997; Register of burials, 1880-2019; Account book, 1920-1938; Preachers' book, 1973-2000; Confirmation register, 1917-2005.

Tarmonbarry: Preachers' book, 1884-1890

Toomna: Register of baptisms 1865-1975; Registers of marriages, 1846-1964; Register of burials, 1883-2022; Vestry minute book, 1870-1925; Preachers' book, 1962-1981; Confirmation register, 1910-1980

### **Tinahely & Carnew Union (Ferns)**

Kilcommon: Marriage registers, 1963-2007; Preachers' book, 1984-2021 (Includes services held during the Covid-19 pandemic with details of online services and corresponding "views").

Kilpipe: Marriage register, 1958-2007

Preban: Marriage register, 1960-2006

### **Tullow (Dublin)**

Parish Newsletters, 1979-1990 (complete set)

From the Revd Cecil Hyland, Dublin

## **(ii) Cathedral Records**

### **Christ Church Cathedral Dublin**

Preachers' book, 1943-1971; Visitors' book, 2001-02; Citation signed by Dean West, bearing the cathedral seal honouring the retirement of Master Arthur Percival Eldridge as a chorister

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of the cathedral, 1868; Copies of the *Friends' Newsletter*, being the printed newsletters of the Christ Church Cathedral Friends, 1996-1998 inclusive; Printed papers relating to the Friends tour to Normandy, France, in the footsteps of St Laurence O'Toole, 2013; Papers of the Library and Archives Committee, comprising the committee minute book, 2014-2020; and its organisation or involvement in the following: the Inis Oírr Summer School, 2006; the Magna Carta exhibition, 2015; the possible development of St Sepulchre's site, Kevin Street, 2015; and other miscellaneous working papers, 2014-15.

From the Library & Archives Committee, Christ Church Cathedral, Dublin

### **Limerick Cathedral**

Service sheets and orders of service, including for services held online during the Covid-19 pandemic, from St Mary's Cathedral, Limerick 2019-21

From the Very Revd Niall Sloane, Dean of Limerick

### **St Patrick's Cathedral, Dublin**

Cathedral Badminton Club Minute Book, 1913-1947

Three interior plans of seating arrangements for services, 20<sup>th</sup> century, undated.

From the Committee of the Past Choristers Society

### **(iii) Diocesan Records**

No collections received

## **2. MANUSCRIPTS**

### **Association for Promoting Christian Knowledge (APCK)**

Minute book, 1997-2012; Financial statements and reports, 2001-2017; Materials and related correspondence relating to grants, 2001-2017; Files relating to insurance, bye-laws and other miscellaneous items.

From Sue Jameson, Hon. Secretary

### **Bartlett, Canon J.R. (died 2022)**

Sermon preached at St Laserian's cathedral, Leighlin, 16 September 2021.

From his widow, Olivia Bartlett, Dalkey, Co. Dublin

### **Browne, Revd John Montgomery (1869-1931)**

Photograph album (approx. 30x24cm) of the Revd JM Browne, who was curate in Abbeyleix, 1899-1904; curate in Wexford (Ferns), 1904-07 and finally rector of Aghalurcher (also known as Colebrook), from 1907 until his death in 1931. The volume contains family and other photographs of Rathspick Glebe (Ferns), other locations in Co. Wexford, Abbeyleix Church, School (including class groups) and Glebe House and Colebrooke (Clogher). Whilst incomplete the volume is a good record of the life of a clerical family in the pre-Great War years, including images of Browne's brother, (Col. C R Browne MD MRJA), the hospital at Portobello Barracks, Dublin, where he worked, as well as interesting shots of Malin Head, co. Donegal, including local fishermen, c. 1904-1910, undated.

From Dr Jack Johnston, Ratory, Co. Tyrone

**Community of St John the Evangelist, Dublin, including St Mary's Home**

Anniversary cards of deaths and profession dates of sisters, 20th c. St Mary's Home: Preachers' book for the chapel, 2004-2019 [last service held in December 2019 when St Mary's Home closed] and copy of printed history: St Mary's Home, published in 2004 [annotated with corrections]

From Canon Andrew McCroskery, chaplain

**Du Cros, Canon Cyril (1898-1967)**

Licences, ordination papers, institution records chronicling the clerical career of Cyril Du Cros who was ordained for the diocese of Ossory in 1921, and served as curate of Castlecomer, 1921-24; then moved as curate and vicar choral at St Mary's Cathedral Limerick, 1924-25, before returning to the parish of Mothel in Ossory as rector, 1925-31, and then in various parishes in the dioceses of Cork, Cloyne and Ross between 1931 and his death in 1967. File includes his birth and death certificates, press-cuttings of obituaries following his death in 1967, and later death notice of his widow Caroline (Queenie) in 1985; and five photographs, 1921-1985; undated. From his grand-daughter, Julie McQueen, Clonmel, Co. Tipperary

**Gregg, Rt Revd Robert, Bishop of Cork, 1878-1893**

Photograph of Gregg seated in clerical attire, late 19th century.

From Mrs Elizabeth Cummins (daughter-in-law of the Revd Joseph J. Cummins, a former curate in the diocese of Cork), West Sussex

**Illumination sample**

Illuminated artwork from the title page from a family bible presented to a Mrs Gilliland by the Members of the Mission to the Liberties, 'as a small token of esteem' on the occasion of her marriage, Dublin, March 1880.

From the children of the late Canon Cecil and Revd Sandra Lindsay, Co. Cavan

**Jackson, Bryce Lee (1864-1941)**

Letters of ordination, deacon's and priest's orders, and nomination as curate to the union of Nohoval (Cork) of the Revd Bryce Lee Jackson, signed by the Bishop of Cork, the Rt Revd Robert Gregg, May and June 1889, and June 1899.

From the Seager family, Tullyroan, Co. Armagh

**Jones, Dr Valerie (1943-2014), Dublin & Glendalough Diocesan Communications Officer, 1991-2003**

Further press releases and draft statements on the Communion controversy in Christ Church cathedral, 2001; and further extensive set of photographs of diocesan events and services; 1991-2003.

From her son, Dr Mark Jones, Dublin.

**Laing, Canon William Sydney (1932-2021)**

Miscellaneous sermons with orders of service (for several funerals, remembrance services, and on the themes of Advent and other subjects) principally composed when Canon Laing was rector of Finglas (Dublin, 1968-80), Tallaght (Dublin) 1980-91 and Crumlin & Chapelizod, 1991-1997, but also later funeral sermons, together with a notebook entitled

“Book of Ideas” containing early theological notes, drafts, press-cuttings and other materials dating from his time as a student ordinand in Trinity College Dublin, c. 1955-2003  
From the Very Revd Niall Sloane, Dean of Limerick

### **Mant and Martin Families**

Printed pedigree of the Mant family originally of Southampton, Wiltshire, bearing the signature of the Rt Revd Richard Mant, Bishop of Down, Connor and Dromore, and his brother Robert, with a copy of the pedigree of the Ven. John Charles Martin (1798-1878) of Killeshandra (Kilmore) who married Agatha Mant, the bishop’s only daughter in 1829, with additional notes on the family from the donor, 19th century.  
From Nigel Martin, St Ives, Cambridgeshire

### **Past Choristers Society of St Patrick’s Cathedral Dublin**

Minute books, 1897-2004; loose copy minutes with accounts, agendas and related items interleaved, 1993-2012; membership books, c. 1910-1982, Account books, 1913-1996; Newsletters and Printed materials, 1887; 1932-50; 1971-1995; Photographs, 1904-2009; Miscellaneous materials, including handwritten list of the rules of the Society, Late 19th century, concert programmes and general papers concerning the history of the Society, 1887-2014.  
From the Committee of the Past Choristers Society

### **Perdue, Richard Gordon (1910-1998), Bishop of Cork, Cloyne and Ross, 1957-1978**

Correspondence and press-cuttings relating to the challenges of navigating the Ne Temere decree at a pastoral level, insight to the Troubles and their impact on Cork Protestant society, together with the bishop’s reconciliatory work behind the scenes, with miscellaneous other papers about his career in Cork, and speeches delivered by Bishop Perdue at the Lord Mayor of Cork’s Banquet, between 1967 and 1977, the year before he retired, 1957-1977.  
From his daughter, Daphne Fowler, Cambridge, UK

### **Rainsford, Family**

Family bible containing the family register of the Rainsford family, of Dublin, commencing with Frederick Edward Rainsford MD, BA, and his wife Ellinor Allwyn Douglas, who were married in Drumcondra parish church on 9 August 1898. Rainsford was medical superintendent at the Stewart Institution during the Great War, 1898-1944.  
From Protestant Aid, Dublin

### **Semple, Patrick (b. 1939)**

Personal memoir in typescript, entitled “Reflections – an Attempt to be Honest”, and essay “Another Way at Looking At It – In 1,000 words” charting further thoughts on his faith journey to Atheism, dated 28 August 2022, together with further reflections on aging, an unpublished poem entitled “Ninety or More” and other reflections.  
From Patrick Semple, Monkstown, Co. Dublin

### **Sides, James Robert (1937-2009)**

Notebooks including a Confirmation notebook, lecture notes from the Divinity School in the 1960s and drafts and final copy of essay entitled ‘The Dynamic Theology of Karl Barth, reflecting the theological training and outlook of James Sides as an ordinand in training. The

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collection also includes some earlier theological notes of his father-in-law, the Revd George Henry Jerram Burrows (1910-2003) former headmaster of Cork Grammar School, dated 1932, together with the sermon preached by Burrows at the institution of Canon Sides to the parish of Kildrumferton in 1997, and his lectures on Greek philosophy, revealing how older clergy shared materials with younger generations, 1932-1997.

From the Sides family, Edgeworthstown, Co. Longford

### **Tisdall, Charles Edward (1821-2005), Chancellor of Christ Church Cathedral, Dublin, 1863-1905**

Ordination letters and licences as curate of St George's Dublin, 1863 and of St Doulagh's Dublin, 1865.

From Christ Church Cathedral Dublin

### **Warke, Rt Revd Roy Alexander (1930-2021)**

Sermons (over 1,200) preached throughout his ministry, since ordination in 1953 through his time as rector of Zion (Dublin) 1971-88; bishop of Cork, Cloyne and Ross, 1988-98 and beyond into retirement. Additionally, addresses, and notebooks covering texts at retreats he led, with autographed copies of his published works, extensive research materials on James McCann (Archbishop of Armagh, 1959-69); a paper written on the impact of Islam on contemporary Christianity, 1960, and photographs, 1953-c.2020.

From his daughter, Ruth Burleigh, Dublin

### **Whiteside, Lesley, historian**

Research notes, including photographs and drafts for various published works, including her biography of George Otto Simms, 1990, the guides to the stained glass of Christ Church Cathedral Dublin, 1999 and 2010, and of St Patrick's Cathedral, 2002, *St Saviour's Church, Arklow* (1992) and *In Search of St Columba* (1997).

From Mrs Lesley Whiteside, Mullingar, Co. Westmeath

### **Wormell, Daphne (1916-2001), lay reader**

Set of typescripts of her sermons, talks and notes, including pilgrimage reflections and talks at family reunions, compiled from her papers by her daughter Julia Turner, in two parts, 1974-1994; undated

From Julia Turner, London

## **3. OTHER**

### **Representative Church Body**

#### **Finance Committee Incoming Correspondence Book**

Bound volume containing 194 items mostly incoming letters and related response drafts and other materials, the majority of which are addressed to Anthony F. Maude (Secretary of the Representative Body 1910-35) while others are simply marked for the attention of the Finance Department and stamped with the departmental stamp. The volume is indexed (in Maude's distinctive hand) and relates to matters that came before the Committee during the time in question. The volume is smoke-damaged, 1915-1917

Purchased at auction and presented by the Dean of Limerick, the Very Revd Niall Sloane



# **STANDING COMMITTEE**

**REPORT OF PROCEEDINGS LAID BEFORE**

**THE GENERAL SYNOD AT ITS**

**ONE HUNDRED AND FIFTY-THIRD ORDINARY SESSION 2023**

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

**HONORARY SECRETARIES OF THE GENERAL SYNOD**



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

Rev Canon Malcolm Kingston, St Mark's Rectory, Portadown Road, Armagh, BT61 9EE

**ASSISTANT SECRETARY** - Mrs Janet Maxwell

**SYNOD OFFICER** - Dr Nicole Gallagher

**SYNOD ADMINISTRATOR** – Ms Aisling Sheridan

**COMPLIANCE AND COMMITTEE SUPPORT** – Mr Stuart Wilson

**OFFICE**

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## 1. SUMMARY

Some significant matters dealt with by the Standing Committee in the past year were:

- Approval of the Clergy Permanent Health Insurance Policy and Clergy Parental Sabbatical Policy for inclusion in the suite of policies supporting the Dignity in Church Life Charter;
- Approval to hold the next Church of Ireland census in 2024;
- A recommendation to establish a Select Committee to review clergy tenure;
- The establishment of a number of new groups including:
  - The working group to review the Dignity in Church Life Bullying and Harassment Policy;
  - The working group to review episcopal electoral provisions;
  - The working group to consider the future of curacies;
  - The working group to consider the future provision of third level chaplaincy on the island of Ireland;
  - The reference group concerning the interchangeability of ministry with the Moravian Church in Great Britain and Ireland.
- Approval of the terms of reference for the Pioneer Ministry Governing Council to support the Pioneer Ministry movement launched in February 2023.

## 2. NAMES AND ATTENDANCE OF MEMBERS

During the period June 2022–March 2023 (inclusive), 5 meetings were held. The number of meetings attended by each member is placed before his/her name.

### EX-OFFICIO MEMBERS

#### THE ARCHBISHOPS AND BISHOPS THE HONORARY SECRETARIES OF THE GENERAL SYNOD

4/5	Rev Canon Gillian Wharton
5/5	Mr Kenneth Gibson
5/5	Ms Hazel Corrigan
5/5	Rev Canon Malcolm Kingston

### ELECTED MEMBERS

Armagh	4/5	Rev Henry Blair
	2/5	Rev Gary McMurray
	4/5	Mrs Mary Caldwell
	5/5	Mrs Caroline Nesbitt
Clogher	5/5	Rev Canon Ian Berry
	5/5	Rev Mark Gallagher
	3/5	Miss Irene Knox
	4/5	Mr Glenn Moore
Derry & Raphoe	4/4	Rev Canon Henry Gilmore*
	4/5	Rev Peter Ferguson
	3/5	Mr John Junkin
	0/5	Mr Robert Ellis
Down & Dromore	5/5	Ven Roderic West
	5/5	Rev Catherine Simpson
	5/5	Mr Andrew Brannigan
	2/5	Mrs Paula McIlwaine
Connor	5/5	Rev James Boyd
	3/5	Ven Barry Forde
	3/5	Mr Roy Totten
	2/5	Mr Andrew Scholes
Kilmore, Elphin & Ardagh	1/2	Ven Patrick Bamber**
	4/5	Rev Canon Ruth West
	3/5	Mr Edward Lindsay
	3/5	Mr Alan Williamson
Tuam,	4/5	Very Rev Lynda Peilow

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Killala & Achonry	4/5 4/5 0/3	Rev Stephen McWhirter Mrs Ann Nethaway Mr Arthur Foster-Sweeney***
Dublin & Glendalough	5/5 1/5 4/5 4/5	Rev Dr William Olhausen Very Rev Stephen Farrell Mr Lyndon MacCann, S.C. Dr Lucy Michael
Meath & Kildare	5/5 5/5	Rev Canon Katharine Poulton VACANT Mrs Joan Bruton VACANT
Cashel, Ferns & Ossory	4/5 3/5 3/5 3/5	Rev Dr Christine O'Dowd-Smyth Rev Canon Nicola Halford Mr Richard Codd Ms Emma Purser
Cork, Cloyne & Ross	1/2 4/5 3/5 3/5	Ven Andrew Orr**** Rev Canon Paul Arbuthnot Mr Wilfred Baker Ms Hilda Connolly
Limerick & Killaloe	4/5 4/5 5/5 3/5	Rev Canon Jane Galbraith Very Rev Niall Sloane Mr Adrian Hilliard Mr Edward Hardy

**CO-OPTED MEMBERS**

3/5	Very Rev Nigel Dunne	3/5	Very Rev Kenneth Hall
5/5	Rev Canon Dr Maurice Elliott	2/5	Ven David Huss
3/5	Rev Ruth Elmes	3/5	Rev David White
2/5	Very Rev Shane Forster		

\* Rev Canon Henry Gilmore was elected to Standing Committee in September 2022 following the resignation of the Ven Robert Miller

\*\* The Ven Patrick Bamber was elected to Standing Committee in January 2023 following the resignation of the Ven Craig McCauley

\*\*\* Mr Arthur Foster-Sweeney was elected to Standing Committee in November 2022 following the resignation of Ms Rebecca Morrow

\*\*\*\* The Ven Andrew Orr was elected to Standing Committee in January 2023 following a vacancy arising from the Consecration of Bishop Adrian Wilkinson

The Secretary General, and the Assistant Secretary of the General Synod are entitled to attend and speak at meetings of the Standing Committee.

**COMMITTEES OF THE STANDING COMMITTEE**  
**FINANCE AND ARRANGEMENTS SUB-COMMITTEE**

Mr Wilfred Baker  
The Honorary Secretaries

**LEGAL ADVISORY COMMITTEE**

His Honour Judge Tom Burgess	Mr William Prentice
His Honour Judge Alastair Devlin	His Honour Judge Derek Rodgers
Mr Lyndon MacCann, S.C.	The Right Honourable Lord Justice Stephens
The Hon Mrs Justice Catherine McGuinness	
Mr Oswyn Paulin	
The Honorary Secretaries	

**PRIORITIES FUND COMMITTEE**

Mrs Brigid Barrett	Mr Glenn Moore
Mrs Joan Bruton	Very Rev Lynda Peilow
Ms Hazel Corrigan	Mr Roy Totten
Rt Rev George Davison	Rt Rev Adrian Wilkinson
Rev Peter Ferguson	
Rt Rev Andrew Forster	

BUDGET SUB-COMMITTEE

Mr Wilfred Baker  
Rev Henry Blair  
Ms Hazel Corrigan  
Rev Canon Malcolm Kingston  
Miss Irene Knox

WORLD DEVELOPMENT- BISHOPS' APPEAL ADVISORY COMMITTEE

Rev John Ardis  
Rt Rev Dr Ferran Glenfield (Chair)  
Ms Ruth Handy  
Ms Claire Henderson  
Mrs Claire Holmes  
Rev Canon Jonathan Pierce  
Very Rev Niall Sloane  
Mrs Iris Suitor (Hon Sec)

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

His Honour Judge Tom Burgess  
His Honour Judge Alistair Devlin  
Mr Charles Galloway  
Mr Patrick Good KC  
Mr Lyndon MacCann SC  
The Hon Mrs Justice Catherine McGuinness  
Mr Ronald Robins  
The Right Honourable Lord Justice Stephens

**3. APPOINTMENTS/NOMINATIONS**

During the period covered by this report, the Standing Committee made the following appointments/nominations:

- Rev Canon Malcolm Kingston was appointed as a representative to attend the Governing Body of the Church in Wales 2022;
- The Rt Rev Michael Burrows was appointed as a representative to attend the Provincial Synod of the Moravian Church in Great Britain & Ireland 2022;
- The appointment of the Rev Eugene Griffin to the Safeguarding Board following the resignation of the Rev Isaac Delamere;
- The following were appointed to the RB Clergy PHI Policy Implementation Oversight Committee: Mrs Judy Peters, Mr Mike Johnston, Mr Lyndon MacCann SC, Ms Hazel Corrigan;
- The Very Revd Paul Draper was nominated as a clerical Church of Ireland representative on the Christian Aid Board following the retirement of Bishop Patrick Rooke;
- Mrs Hilary McClay was nominated as a lay Church of Ireland Representative on the Christian Aid Board following the resignation of Ms Rita Day;
- Ms Hazel Corrigan, Ven Stephen McBride and Ms Judy Peters

were appointed to the Review of Dignity in Church Life Prevention of Bullying and Harassment Policy;

- Ven Barry Forde, Very Rev Lynda Peilow and the Rev Dr Christine O’Dowd-Smyth were appointed to serve on the on the Future Provision of Chaplaincy Services to Third Level Institutions working group;
- Rev Canon Malcolm Kingston, Very Rev Lynda Peilow and Ven Roderic West were appointed to the Future of Curacies: Deployment, Provision and Funding working group;
- Ms Georgina Copty was appointed to the Commission for Christian Unity and Dialogue;
- Dr Bridget Nichols was nominated to the Irish Council of Churches Executive Committee to fill the vacancy that arose from the retirement of Bishop Patrick Rooke;
- The Very Rev Niall Sloane was appointed as a representative to attend the Conference of European Churches in June 2023 in Estonia;
- Rev Catherine Simpson was appointed to the Governing Council of the Church of Ireland Theological Institute;
- Ms Hilda Connolly, Mr Alan Williamson and Very Rev Stephen Farrell were nominated as Standing Committee representatives on the Pioneer Ministry Governing Council;
- The Rt Rev Michael Burrows, Rev Canon Helene Steed, Rev Dr Bob Cotter and Mr Roy Totten were appointed to serve on the Interchangeability of Ministry with the Moravian Church reference group.
- Ms Georgina Copty, Rev Kevin O’Brien, Ms Rachael Murphy, Mr Scott Elliott and Mr Mike Buchanan were appointed as representatives to attend the Irish Inter-Church meeting.

#### **4. ADVISORY COUNCIL TO THE CHURCH OF IRELAND CENTRE, DCU**

At the November meeting of the Standing Committee, a resolution was passed amending the terms of appointment for the membership of the Advisory Council to the Church of Ireland Centre, DCU, to alter the requirement that one of the two external academics on the Council should come from the Republic of Ireland to, in future, permit that one of the two should come from the island of Ireland. The report of the Advisory Council appears as Appendix B on page 192. A report from the Church of Ireland Centre, DCU is contained in the Board of Education Report.

#### **5. AUDIT OF ACCOUNTS**

In June 2022, the Standing Committee appointed PricewaterhouseCoopers as Auditors of the accounts of the Representative Church Body.

#### **6. BILLS PROCESS**

In March 2020, the Standing Committee passed a resolution allowing for the revision of the current bills procedure to be brought to General Synod that year. However, due to the circumstances surrounding the Covid-19 Pandemic resulting in General Synod being held online, it was decided not to bring this resolution to



General Synod until it was, once again, held in person. Therefore, a resolution proposing changes to the current terminology of the General Synod bills process is being brought to General Synod this year (See Appendix A).

**7. CHURCH AND SOCIETY COMMISSION**

In September 2022, the Standing Committee approved a resolution that the CASC resolution on homelessness, passed by General Synod in 2022, be circulated to dioceses. The report of the Church and Society Commission can be found in Appendix F on page 217.

**8. CHURCH OF IRELAND CENSUS**

At the September 2022 meeting of the Standing Committee, it was agreed that the next Church of Ireland Census should be held in 2024.

**9. CLERGY PENSIONS FUND – SOLVENCY LEVY**

In September 2022, 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 2023 be set at an unchanged percentage level of 13% of the Minimum Approved Stipend in force at 1 January 2023.

**10. CLERGY TENURE REVIEW SELECT COMMITTEE**

At the September 2022 meeting of the Standing Committee, a resolution was adopted that Standing Committee would bring to General Synod in 2023 a proposal that the General Synod establish a Select Committee to review clergy tenure. The terms of reference for this proposed Select Committee were approved in January 2023 and a motion for the establishment of this committee can be found in Appendix A on page 179.

**11. COMPLAINTS AND DISCIPLINARY PROCEDURE**

In January 2023, the Standing Committee considered the 2022 Income and Expenditure report for the Complaints Committee as required under Chapter VIII 23 (e). This report is appended as Appendix H on page 220. The appointment of the Complaint administrator for the purposes of the relevant part of Chapter VIII was approved for another year.

**12. CONSULTATIVE GROUP ON DISABILITY**

The report of the Consultative Group on Disability can be found as Appendix J on page 223.

**13. DIGNITY IN CHURCH LIFE POLICIES**

In June 2022, the Standing Committee approved the Clergy Permanent Health Insurance Policy and Clergy Parental Sabbatical Policy for inclusion in the Dignity in Church Life Charter.

#### **14. EPISCOPAL ELECTORAL REVIEW GROUP**

The Working Group was appointed in November 2022 and has held two meetings to date.

At the first meeting, the Rt Rev George Davison was elected to the Chair, members shared something of their own experiences of electoral colleges and the meeting considered the Terms of Reference approved by the Standing Committee.

At the second meeting members began their consideration of Chapter 6 of the Constitution of the Church of Ireland in the light of the six meetings of electoral colleges held under the new process and agreed the following objectives:

1. The Working Group will seek inputs from those who have participated in Episcopal Electoral Colleges under the new provisions bearing in mind the direction in the Terms of Reference to be cognisant of both the sensitivities and confidentiality of the Episcopal Electoral College process and of the impact on candidates, both who have been elected and those who were not.
2. There is provision in the Constitution for the Archbishops to agree Regulations to achieve consistency (insofar as these regulations do not conflict with the Constitution).
3. The Working Group agreed that draft Regulations should be produced to address identified inconsistencies in the process of various electoral colleges.
4. Once agreement is reached on the draft Regulations, a list of any legislative amendments required should be produced and draft legislation produced.
5. The Terms of Reference requested that any legislative proposals should be brought forward in 2023 or 2024 – the Working Group will be working towards the General Synod of 2024 as a realistic timeframe.

#### **15. FUTURE OF CURACIES: DEPLOYMENT, PROVISION AND FUNDING**

The report of this group can be found as Appendix I on page 221.

#### **16. GENERAL SYNOD 2024**

The General Synod of 2024 will be held from 10<sup>th</sup>-11<sup>th</sup> May 2024 in the Armagh City Hotel. The third day will be a remote session on the evening of Tuesday 14<sup>th</sup> May with a further session being held on the evening of Thursday the 16<sup>th</sup> May if required.

#### **17. GENERAL SYNOD/STANDING COMMITTEE FINANCES**

At the September 2022 meeting of the Standing Committee, the Budget Sub-Committee presented its report which was accepted by the Standing Committee.

#### **18. GENERAL SYNOD ROYALTIES FUND**

The balance at 31 December 2022 was €156,574.85 and £851.20. During the year, the following resolutions were passed for allocations to be made from the fund:

- A grant of €4,500 to support the work of SEARCH journal for 2022/23;

- An additional subvention of up to €5,000 towards the publication of *The Architectural History of the Church of Ireland* by Dr Michael O'Neill (subject to clarification of printing costs);
- A grant of €4,500 to support the work of SEARCH journal for 2023/24.
- 

## **19. HISTORICAL CENTENARIES WORKING GROUP**

The report of this working group can be found as Appendix K on page 225.

## **20. MINIMUM APPROVED STIPENDS**

Under section 51 (1) of the Constitution of the Church of Ireland as revised by Chapter VI 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 2023.

At its meeting of 20<sup>th</sup> September 2022, the Standing Committee heard a submission by Mr Henry Algeo, Chairman of the Executive of the Representative Church Body, which detailed the RCB's recommendations.

The Standing Committee approved the recommendations of the Representative Church Body and approved the following resolution:

That, as recommended by the Representative Body in accordance with Section 51 (1) of Chapter IV of the Constitution of the Church of Ireland, the rates of Minimum Approved Stipends shall be as follows with effect from 1 January 2023:

- (a) no stipend shall be less than £33,900 per annum in Northern Ireland or €42,090 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.
- (b) the stipend for a Curate-Assistant shall be in accordance with the following scale:

First Year	75.0%	of minimum stipend for incumbent
Second Year	77.5%	"
Third Year	80.0%	"
Fourth Year	82.5%	"
Fifth and succeeding Years	85.0%	"

## **21. MORAVIAN INTERCHANGEABILITY OF MINISTRY**

Following the approval in principle of interchangeability with the Moravian Church at General Synod 2022, in January 2023 the Standing Committee approved the appointment of the Rt Rev Michael Burrows, Rev Canon Helene Steed, Rev Dr Bob Cotter and Mr Roy Totten to the reference group concerning the interchangeability of ministry with the Moravian Church of Great Britain and Ireland.

## **22. 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 2023.

At its meeting of 20th September 2022, the Standing Committee heard a presentation by Mr Henry Algeo, 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 Representative Body 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 2023, remaining unchanged from 2022:

- (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%	"

## **23. PIONEER MINISTRY**

In January 2023, the Standing Committee approved the terms of reference document for the Pioneer Ministry Governing Council as well as the nomination of the following names to sit on the Council as Standing Committee representatives: Ms Hilda Connolly, Mr Alan Williamson and Very Rev Stephen Farrell.

### **PIONEER MINISTRY WORKING GROUP**

This is the final report of the Pioneer Ministry Working Group before the establishment of the Pioneer Ministry Council as a body of General Synod from May 2023. Our report to Synod 2022 provided a detailed overview of the journey of Pioneer Ministry in the Church of Ireland along with proposals and

recommendations for how Pioneer Ministry might evolve over the years to come. In this past year we have begun to see those proposals implemented, with the establishment of a Leadership Team for Pioneer Ministry, a formal launch in St Patrick’s Cathedral, Dublin on 5<sup>th</sup> February 2023, the creation of a new Pioneer Ministry Council, and a partnership with Church Army as a key training partner for Pioneer Ministry. The Working Group would encourage all members of Synod to stay informed on Pioneer Ministry at [www.pioneerministry.org](http://www.pioneerministry.org) , and to engage with the Leadership Team as they connect with diocesan synods and form new hubs for pioneer ministry in every diocese.

We wish to express our gratitude to Standing Committee for its support over the past decade, to the Representative Body for releasing funding and supporting the strategy for pioneer ministry, to the House of Bishops for their lead in seeking to grow new pioneers and new ministries within the Church of Ireland. We are thankful to all who have served on the Working Group over the last decade, notably Bishop Patrick Rooke, Bishop Alan Abernethy, Archbishop Michael Jackson, Mr Trevor Douglas, and Dean Alistair Grimason, whose passing was a source of deep regret and whose championing for new ways to walk old paths was an inspiration to us all.

**24. PRIORITIES FUND**

The accounts of the Priorities Fund and the grants, approved by Standing Committee in March 2023, are contained as Appendix L on page 230.

**25. CHURCH OF IRELAND SAFEGUARDING BOARD**

The report of the Safeguarding Board appears as Appendix N on page 242.

**26. SECONDARY EDUCATION COMMITTEE**

In March 2023, the Standing Committee (re)nominated Mr Wilfred Baker, Ms Hazel Corrigan, Mr Roy Crowe, Ms Elizabeth Hassell, Ms Joyce Ryder, Mr Gavan Woods and the Rev Canon Paul Arbuthnot.

**27. STANDING COMMITTEE INCOME AND EXPENDITURE AND GENERAL PURPOSES FUND ACCOUNTS 2022**

The accounts are contained as Appendix O on page 247.

**28. SUB-GROUP TO EXPLORE THE POSSIBLE FUTURE USE OF VIDEOCONFERENCING FOR MEETINGS**

In June 2022, the Standing Committee approved a report from the sub-committee which suggested that :

- a. At least two in person Standing Committee meetings will be held annually in March and September.
- b. Up to four remote meetings will be planned, with the proviso that a particularly weighty agenda or contentious issue would justify reverting to an in-person meeting.
- c. The remote meetings of Standing Committee would move to the evenings to facilitate wider participation.

- d. The Honorary Secretaries will engage with Church House to have a cost-benefit analysis of the facilities, with a view to establishing the cost and feasibility of equipping the boardrooms to hold hybrid meetings.

**29. THIRD LEVEL CHAPLAINCIES**

The report of the working group concerning the future provision of third-level chaplaincies on the island of Ireland can be found as Appendix M on page 240.

**APPENDIX A**

**MOTIONS TO BE BROUGHT TO GENERAL SYNOD**

**BILLS PROCESS**

**Proposer: The Honorary Secretaries**

That the Standing Orders of the General Synod be amended as follows:

- In Standing Order 18b the words ‘or of any bill’ shall be deleted.
- In Standing Order 18, after the words ‘provided that the President’ shall be inserted the words ‘ (or person chairing the Synod at that time)’.
- In Standing Order 20 the word “committee” shall be deleted and replaced with the words “Amendment/Detail Stage”.
- In Standing Order 26 the words “second reading” shall be deleted and replaced with the words “Principle Stage”.
- In Standing Order 28 the words “first reading” shall be deleted and replaced with the word “introduction” and the words “second reading” shall be deleted and replaced with the words “Principle and Amendment/Detail Stages”.
- In Standing Order 29 (a) the words “and First Reading” shall be deleted.
- In Standing Order 29 (a) the words “10 minutes” shall be deleted on both occasions that they appear and be replaced with the words “five minutes”.
- In Standing Order 29 (a) the words “a first time” shall be deleted.
- In Standing Order 29 (a) the words “second reading” shall be deleted and replaced with the words “Principle Stage”.
- In Standing Order 29 (b) the words “second reading” shall be deleted and replaced with the words “Principle Stage”, the words “that the bill be now read a second time” shall be deleted and replaced with the words “ that the bill now be considered in Principle”, the words “being postponed to the committee stage” shall be deleted and replaced with “being postponed to the Amendment/Detail Stage”, and the words “having been read a second time” shall be deleted and replaced with “having been through the Principle Stage”.
- Furthermore, the words “in Committee of the whole Synod.” Shall be deleted and replaced with the words “at the Amendment/Detail Stage’.
- In Standing Order 29 (c) the words “consideration in committee” shall be deleted and replaced with the words “Amendment/Detail Stage”.

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- Furthermore, the words “The Committee of the whole Synod shall be deleted and be replaced with the words “The Synod” and the words “the bill, with or without amendments, shall be reported to the Synod” shall be deleted and replaced with the words “at the conclusion of this consideration an order shall be made fixing a day for the Final Consideration and Final Decision stages”.
- Standing Order 29 (d) shall be deleted and replaced with the words:
- “Final Consideration Stage”
- At this stage the Synod may consider amendments which arise out of the Amendment/Detail Stage and of which notice has been given at least one day before this stage. Amendments rejected during the Amendment/Detail Stage shall not be in order. Amendments may also be made without notice if in the opinion of the President they involve merely matters of drafting or the correction of grammatical or clerical errors.
- When the bill has received relevant consideration, an order may be made fixing a day for the Final Decision, provided that such order must permit, unless the Synod otherwise direct, for a at least one clear day being interposed between consideration at the Detail/Amendment Stage and the Final Decision.”
- In Standing Order 29 (e) the words “Third Reading” shall be deleted and replaced with the words “Final Decision Stage” and that the words “now read a third time” shall be deleted.
- In Standing Order 30 (a) the words “been read a first time” shall be deleted and replaced with the words “completed the Introduction Stage”.
- Furthermore, the words “second reading” shall be deleted and replaced with the words “the Principle Stage” and the words “first reading stage” shall be deleted and replaced with the words “Introduction Stage”.
- In addition, the words “Amendments of which notice has been given at the first reading stage, may be moved at the committee stage” shall be deleted and replaced with the words “Amendments of which notice has been given at the Introduction stage may be moved at the Amendment/Detail stage”.
- In Standing Order 30 (c) the words “(ii) that the bill now be read a second time and (iii) that the bill now be read a third time and passed” shall be deleted and replaced with the words “(ii) that the bill now progress through the Principle Stage and (iii) the bill now progress through the Amendment/Detail and Final Decision Stages”.
- In Standing Order 34 the words “except on Committee” shall be deleted and replaced with the words “during the Amendment/Detail Stage”.



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- In Standing Order 41 (a) the words “or in a Committee of the whole Synod” shall be deleted.
- In Standing Order 44 (a) the words “or to a Committee of the whole Synod” shall be deleted.

In Standing Order 55 the words “in Committee, and then awaiting its third reading” shall be deleted and replaced with the words “at the Amendment/Detail Stage and then awaiting the Final Consideration and Decision Stages.

**AMENDMENT OF THE CONSTITUTION OF THE STANDING COMMITTEE TO REMOVE THE AUTOMATIC RE-NOMINATION OF PREVIOUSLY CO-OPTED MEMBERS**

**Proposer: The Honorary Secretaries**

That the Constitution of the Standing Committee of the General Synod (Standing Orders) be amended as follows:

- Part I Section 6 (3) 3 to be deleted
- Part I Section 6 (3) 4–7 to be renumbered sequentially as 3–6

**TO ALLOW FOR STANDING COMMITTEE ELECTIONS TO TAKE PLACE EARLIER IN THE YEAR AND VIA ELECTRONIC MEANS**

**Proposer: The Honorary Secretaries**

That the Constitution of the Standing Committee of the General Synod be amended as follows:

- Part I Section 5 (3) to read:  
(3) The vacancies so caused shall be filled by election by ballot in accordance with the following rules, the clerical members-elect of General Synod for each diocese being entitled to nominate and to vote for the clerical members for that diocese, and the lay members-elect of General Synod for each diocese being entitled to nominate and to vote for the lay members for that diocese:
- Part I Section 5 (3) 2 (3) to read:  
(3) Nominations shall be in writing, shall indicate that the consent of each person being nominated has been obtained, shall be signed by the member-elect of General Synod making the nomination and countersigned by the member-elect being nominated, and shall be sent to the Honorary Secretaries so as to reach them by the date appointed by the Honorary Secretaries, which shall be no later than three weeks before the first day of the forthcoming session of the General Synod.
- Part I Section 5 (3) 2 (4) (c) to read:  
(c) both the nomination and the consent are sent to the Honorary Secretaries at the designated email address so as to reach them not later than the date appointed by the Honorary Secretaries, which shall be no later than three weeks before the first day of the forthcoming session of the General Synod
- Part I Section 5 (3) 3 (1) to read:

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(1) Where more than one person has been nominated for a particular place, the Honorary Secretaries shall prepare a voting ballot, which may be either electronic or physical, setting out in alphabetical order the names of those persons who shall have been nominated, and shall, not later than fourteen days before the first day of the forthcoming session, send the ballot to each person entitled to vote for that place. If sent by post, the voting paper shall be accompanied by an envelope marked “voting paper” and addressed to the Honorary Secretaries.

- Part I Section 5 (3) 4 to read:

4. The ballots must be returned to the Honorary Secretaries, whether electronically or by post, so as to reach them by the appointed date, which shall be not later than four days before the first day of the forthcoming session. The Honorary Secretaries shall thereupon count the votes and report the result to the General Synod on the first day of the forthcoming session.
- Part I Section 5 (4) 4 to read:

4. Where more than one the person has been nominated to fill the vacancy, the Honorary Secretaries shall prepare a voting ballot, setting out in alphabetical order the names of those who have been nominated, and shall issue said ballot to each of those entitled to vote with instructions to vote thereon for one person only. The instructions shall also state whether the casual vacancy has occurred amongst the members elected under section 5(1) (a) or (b). Section 3 of this Part shall be sent with the ballot. If sent by post, the voting paper shall be accompanied by an envelope marked “voting paper” and addressed to the honorary secretaries.
- Part I Section 5 (4) 5 to read:

5. The ballots must be returned to the Honorary Secretaries either electronically or by post so as to reach them not later than fourteen days following the date of their issue.
- Part I Section 5 (4) 6 to read:

6. The Honorary Secretaries shall examine the ballots so returned and report the result to the next meeting of the Standing Committee, which shall declare the person who shall have obtained the greatest number of votes to be elected.
- Part I Section 5 (4) 7 to read:

7. If the voting results in a tie for the first place between two or more persons, a further voting ballot, on which shall be set forth in alphabetical order the names of such persons, shall be issued by the Honorary Secretaries to those who are entitled to vote, with instructions to vote for one only of the persons named and to return the ballots within fourteen days from the date of issue.
- Part I Section 6 (3) to read:

(3) The vacancies so caused shall be filled by election by the *ex officio* and elected members by ballot in accordance with the following rules:

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- Part I Section 6 (3) 1 to read:  
1. Prior to the first ordinary session of each General Synod the Standing Committee shall appoint the date by which nominations must be received and the date by which ballots must be returned. On the conclusion of the session of the General Synod, the Honorary Secretaries shall inform each *ex officio* and elected member of the dates so appointed.
- Part I Section 6 (3) 4 to read:  
4. Immediately after the close of nominations, the Honorary Secretaries shall prepare a voting ballot, setting out in alphabetical order the names of those persons who have been nominated under rules 2 and 3, and the dioceses which each such person represents in the General Synod. They shall distribute this ballot to each *ex officio* and elected member. The ballot shall be accompanied by (a) a statement setting out the record of attendance of any person nominated, who served as a member of Standing Committee in the previous triennium (b) if sent by post, an envelope marked “voting paper” and addressed to the Honorary Secretaries.
- Part I Section 6 (3) 5 to read:  
5. Each *ex officio* and elected member may vote for not more than seven of the persons whose names appear on the ballot.
- Part I Section 6 (3) 6 to read:  
6. The ballots must be returned to the Honorary Secretaries, so as to reach them not later than the appointed date. The Honorary Secretaries shall thereupon count the votes, and the result of the count shall be attached to the agenda for the next meeting of the Standing Committee.

### **SELECT COMMITTEE TO REVIEW CLERGY TENURE**

**Proposer: The Bishop of Tuam, Limerick and Killaloe**

**Seconder: Very Rev Lynda Peilow**

That the General Synod establishes a Select Committee of the following members to review clergy tenure as per the terms of reference set out in the schedule to this motion:

- One representative from the House of Bishops
- One Honorary Secretary of the General Synod: Rev Canon Malcolm Kingston
- Two clerical representatives from Standing Committee (one from the province of Dublin, one from the province of Armagh): Rev Ruth Elmes and Rev James Boyd
- Two lay representatives from Standing Committee (one from the province of Dublin, one from the province of Armagh): Ms Joan Bruton, Ms Irene Knox
- One representative from the Stipends Committee (who must be a member of General Synod) Mr Willie Oliver
- The Assessor of the General Synod (or a member of General Synod with a suitable legal background)
- Two co-opted members of the General Synod

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The Committee may co-opt up to two additional members from General Synod. The Select Committee is empowered to bring whatever motions it deems appropriate via the Standing Committee to the General Synod and to consult as widely as possible. Any casual vacancies that arise in the membership of the Select Committee may be filled by the Standing Committee. The Select Committee shall report back to General Synod no later than 2026.

### **SCHEDULE**

#### **Terms of Reference**

#### **Background and Overview**

In *The Commentary of the Constitution of the Church of Ireland* (Dublin: Church of Ireland Publishing, 2018), Sir Paul Girvan highlights the issue of tenure in Annex 1 to the publication entitled 'Areas of the Constitution and of Church law identified for potential reform.' He states that the existing rules in relation to tenure do not take into account occasions when there may have occurred pastoral breakdown within a parish but where no ecclesiastical offence has been committed and, therefore, no formal complaint could be justified. He poses the question as to 'whether the rules relating to tenure should cater for such situations and should permit the development of proceedings for resolving such issues including, for example, subject to appeal rights, the conferral of power for a bishop to remove the incumbent from the parish concerned or organise a transfer to another parish.' He continues to state that the constitution does not contain an effective mechanism to deal with what he calls a 'foreseeable problem which does occur in practice' and that 'this is an area of Church law and practice which requires careful and dispassionate investigation and consideration.'

The issue of tenure had previously been discussed by the Commission on Ministry but it was felt that this group lacked the capacity to deal with an item of this scale and so, at a meeting of Standing Committee in September 2022, it was proposed by the Bishop of Tuam, Limerick and Killaloe, the Rt Rev Michael Burrows, and adopted 'that Standing Committee brings to General Synod 2023 a proposal that the General Synod establishes a select committee to review clergy tenure'.

#### **Objectives**

The objectives of this select committee shall be as follows:

- To review the concept of clergy tenure as understood within the governance of the Church of Ireland
- To consider the tenure of other clerical/ministerial titles (Priest-In-Charge, Bishop's Curate, Pioneer Minister, Chaplain etc.)
- To undertake a review of the provisions currently in place within the Constitution in respect of breakdown of pastoral relationships and to consider additions or amendments to these provisions, if appropriate, as well as possible measures to prevent the occurrence of pastoral breakdown in some cases before an issue occurs
- To review the concept of tied houses (within the context of clergy tenure and pastoral breakdown)

The review will at all times remain cognisant of the independence, security and benefits that the current model of tenure brings to the clergy of the Church of Ireland, as well as the freedom that the current model provides for clergy to hold theological opinions ranging

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across the Anglican spectrum. Therefore, any resulting recommendations will be presented in a manner that is pastorally sensitive to all parties involved.

### **Membership**

The membership of this select committee should consist of:

- One representative from the House of Bishops
- One Honorary Secretary of the General Synod
- Two clerical representatives from Standing Committee (one from the province of Dublin, one from the province of Armagh)
- Two lay representatives from Standing Committee (one from the province of Dublin, one from the province of Armagh)
- One representative from the Stipends Committee (who must be a member of General Synod)
- The Assessor of the General Synod (or a member of General Synod with a suitable legal background)
- Two co-opted members of the General Synod

### **Reporting**

The select committee will present a final report to General Synod no later than 2026 and will, in the interim, brief the Standing Committee of its progress each March.

### **PIONEER MINISTRY GOVERNING COUNCIL**

**Proposer: The Bishop of Kilmore, Elphin and Ardagh**

**Seconder: Rev Canon Gillian Wharton**

That the following are elected as members of the Pioneer Ministry Governing Council as per the terms of reference set out in the Schedule to this motion:

- Chair
- 2 Persons to support with finance, budgets and funding (one to be appointed from RB)
- 2 persons maximum to represent CITI (training partner for pioneer ministry)
- 2 persons maximum to represent Church Army (training partner for pioneer ministry)
- 3 persons from Standing Committee
- 1 person for Communications

### **SCHEDULE**

#### **PIONEER MINISTRY IN THE CHURCH OF IRELAND**

##### **TERMS OF REFERENCE**

#### **1. 1.0 VISION AND STRUCTURES OVERVIEW**

- 1.1 Pioneer Ministry is, and will be, a movement within the Church of Ireland to reach those with little or no connection to the good news of Jesus Christ.

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- 1.2 This new movement is fully endorsed by the House of Bishops, with a ten-year funding proposal (commencing September 2022) approved by the Representative Body. A report from the Pioneer Ministry Council shall be presented to General Synod annually. Pioneer Ministry may submit items for inclusion on the agenda for any meeting of the Standing Committee, with progress reports brought to at least one meeting of the Standing Committee between each General Synod or otherwise as agreed in consultation with the Honorary Secretaries.
- 1.3 A **Pioneer Ministry Council** will be established as a body of the General Synod to support, encourage, provide advocacy and accountability for the Pioneer Leadership Team, and the work of Pioneer Ministry generally across the Church of Ireland.
- 1.4 A **Pioneer Leadership Team**, funded by the Representative Body as part of the ten-year funding proposal, will be the primary driving force for Pioneer Ministry.
- 1.5 A **Pioneer Approvals Committee** comprising the Archbishops of Armagh and Dublin, the Chair of the RB Executive Committee, the Chief Officer of the Representative Body, and an Honorary Secretary of the Standing Committee, will grant final approval to the funding of pioneers and pioneer ministry projects.

## **2.0 OBJECTIVES AND VALUES**

- 2.1 Building on the work of the last decade of the Pioneer Ministry Working Group, this new movement of Pioneer Ministry will:
  - 2.1.1 Establish, embed and grow within the Church of Ireland a robust governance and leadership structure for Pioneer Ministry – the Pioneer Ministry Council and Pioneer Leadership Team
  - 2.1.2 Integrate Pioneer Ministry into the culture and structures of the Church of Ireland so that pioneer ministry is fully recognised, properly resourced and funded
  - 2.1.3 Create and develop Pioneer Ministry Hubs in every diocese, under the guidance and support of the diocesan bishop
  - 2.1.4 Identify, train, deploy and support volunteer and employed pioneers
  - 2.1.5 Establish and support new pioneer communities and churches
- 2.2 In all of the above pioneer ministry will be Planned, Credible, Valued, and Released

## **3.0 PIONEER MINISTRY COUNCIL: MEMBERSHIP AND FUNCTION**

- 3.1 The Pioneer Ministry Council will be chaired by a Bishop, with membership approved at General Synod. Memberships shall be for a three year term.
- 3.2 Membership will be comprised, initially, as follows:
  - 3.2.1 Chair
  - 3.2.2 2 Persons to support with finance, budgets and funding (one to be appointed from RB)
  - 3.2.3 2 persons maximum to represent CITI (training partner for pioneer ministry)
  - 3.2.4 2 persons maximum to represent Church Army (training partner for pioneer ministry)

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- 3.2.5 3 persons from Standing Committee
  - 3.2.6 1 person for Communications
  - 3.2.7 Powers to appoint up to 5 advisors, Church of Ireland or other denomination representatives to serve as non-voting members or provide consultancy and specific project support
  - 3.2.8 The Pioneer Leadership Team will be permitted to be in attendance
- 3.3 The Pioneer Ministry Council will uphold and advocate for the vision of Pioneer Ministry, and oversee the delivery of the Objectives and Values (see 2.0)
- 3.4 The Council will oversee the application process for employed pioneers and funded pioneer projects, submitting approved persons and projects to the Pioneer Approvals Committee for funding.

### **4.0 PIONEER MINISTRY LEADERSHIP TEAM: ROLES AND RESPONSIBILITIES**

- 4.1 The Pioneer Ministry Leadership team will undertake all work and activity to deliver the vision, objectives and values of Pioneer Ministry across the Church of Ireland.

- 4.2 The team will be comprised as follows:

- 4.2.1 Pioneer National Director (Team Leader) – Rev Robert Jones, Rector Holy Trinity Rathmines, will be seconded for 80% of his time, vocation and costs from the Parish of Rathmines. The National Director will shape, cultivate, and grow the pioneer movement across diocesan hubs, pioneers (both volunteer and employed), pioneer communities and churches. As Team Leader he will head the Pioneer Leadership Team, and report to the Pioneer Ministry Council.
- 4.2.2 Pioneer Operations Lead – Ven Barry Forde, Archdeacon of Belfast, will be seconded for 30% of his time, vocation and costs from the Diocese of Connor. The Pioneer Operations Lead will support the Team Leader and the development of Pioneer Ministry by shaping new models for good governance, integration and representation within church structures, supporting training, development, and recognition (licensing, commissioning) of pioneers.
- 4.2.3 Pioneer Ministry Advisor - Revd Canon Phil Potter, former Archbishops' Missioner and Fresh Expressions Team Leader in the Church of England, will provide consultancy and support on an ongoing basis.
- 4.2.4 Pioneer Administrator - Ingrid Brennan, will be seconded for 70% of her employment in Holy Trinity Rathmines to act as PA to Rev Rob Jones and provide general administrative assistance for the work of Pioneer Ministry.

### **5.0 FUNDING FOR THE PIONEER MINISTRY COUNCIL AND LEADERSHIP TEAM**

- 5.1 A ten-year funding forecast and proposal was agreed by the Representative Body in April 2022. The annual budget will be brought before the Allocations Committee for review and approval on an ongoing basis:

- 5.1.1 Secondment and employment costs of the Pioneer Leadership Team**
  - 5.1.1.1 Secondment costs for Rev Rob Jones will be paid by the RB (80%)
  - 5.1.1.2 Secondment costs for Ven Barry Forde will be paid by the RB (30%)
  - 5.1.1.3 Employment costs for Ingrid Brennan will be reimbursed from the RB to the parish of Holy Trinity Rathmines in a manner agreed with the Head of Finance, RCB (70%)
- 5.1.2 Expenses of the Pioneer Leadership Team (travel / subsistence)**
  - 5.1.2.1 Personal expenses will ordinarily be administered through a Pioneer Expenses form with a Pioneer Ministry Code through the CHRN process
  - 5.1.2.2 Where expenses cannot be administered in this manner, they will be processed through the Pioneer Administrator and RB
- 5.1.3 Annual budget for the costs of developing Pioneer Ministry**
  - 5.1.3.1 Associated costs with the development of pioneer ministry will include the costs of the pioneer ministry adviser, the communications strategy, website and media, team costs, learning communities, conferences and events, support for volunteers
  - 5.1.3.2 These costs will be processed either through the raising of invoices that may be paid directly from the RCB, or through payments made by the Pioneer Leadership Team and reimbursed by invoice from the Pioneer Administrator to the RCB.
- 5.1.4 Funding of employed pioneers and projects**
  - 5.1.4.1 This is the most substantial cost within the ten-year funding strategy and is detailed further in 6.0 below
  - 5.1.4.2 The distribution of funds towards training, employment, project, and where appropriate, housing will vary from project to project, and will be detailed as part of the application and approvals process for funding.
  - 5.1.4.3 It is envisaged that RB funding will take the form of a grant
    - 5.1.4.3.1 To cover training costs payable to the training partner (Church Army / CITI)
    - 5.1.4.3.2 To the Church body (i.e. diocese / parish) responsible and accountable for the employment, project, and where appropriate housing costs of the pioneer and ministry
- 5.2 Pioneer Ministry Council:**
  - 5.2.1 As a body of General Synod the annual budget for the Pioneer Ministry Council will be agreed by Standing Committee as per the processes for approving annual budgets for approved bodies of the General Synod.
  - 5.2.2 Expenses (travel / subsistence) incurred by members of the Pioneer Ministry Council will be processed in the ordinary manner for any Body approved by General Synod through submission of a personal expenses form and CHRN.



**6.0 EMPLOYED PIONEERS AND FUNDED PIONEER MINISTRY PROJECTS**

- 6.1 A key component of the Pioneer Ministry movement will be the identification of pioneer ministry projects that can be realised through the selection, training, deployment and support of a pioneer minister.
- 6.2 Pioneer ministry projects will emerge from ‘the ground up’, namely at local, parochial, or diocesan level. The projects and persons shall have the endorsement of the diocesan bishop in conjunction with the local incumbent or priest in charge and the select vestry or vestries.
- 6.3 A budget has been agreed with the RB so that, from September 2024, each year for the next ten years, three new pioneers and projects will be commissioned and funded as follows:
- 6.3.1 Training costs for 3 years will be funded to 100% through the central Pioneer fund.
  - 6.3.2 Project costs for 5 years will be funded up to a value 50%, provided that this is not greater than the fixed maximum for individual projects.
  - 6.3.3 Housing costs may be agreed on a proportionate basis if these are approved through the application process as being necessary for the minister and project.
  - 6.3.4 Costs not met by the central fund will be met at source by the local ministry, parish, diocese (or combination of any of these) either through internal funds or external grants / trusts.
- 6.4 An application process for pioneers and projects will be established and overseen by the Pioneer Ministry Council. The Leadership Team will provide ongoing support, advice, and guidance to parishes, dioceses, and bishops through the application process. The Pioneer Ministry Council will receive and approve suitable applications for funding to the Pioneer Approvals Committee.
- 6.5 Pioneer Ministers will be licensed or commissioned by the diocesan bishop (the status of commissioning or licensing is a matter to be agreed with the House of Bishops).
- 6.6 Template contracts of employment will be created in consultation with RCB HR for use by parishes and/or dioceses as appropriate to both legal jurisdictions.
- 6.7 Training will be provided in partnership between the Church Army and the Church of Ireland Theological Institute, with accreditation through Church Army and Durham University. Training will be part-time for three years. The pioneer will be working in the project, alongside formal training, from the commencement of the project.
- 6.8 A reporting process for pioneers and projects will be developed by the Leadership Team and reports made to the Pioneer Ministry Council at least once annually, and to the diocesan bishop / council as agreed or required.

**7.0 VOLUNTEER PIONEERS**

- 7.1 A key goal will be to mobilise lay volunteer pioneers across the church through diocesan pioneer hubs.

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- 7.2 Across parishes and dioceses there are a wide variety of lay roles with varying degrees of recognition, responsibilities, legal, and ecclesiastical status – employees (youth, family workers), parish (readers, visitors, evangelists), diocese (readers, evangelists). Different diocese have developed these in contextually appropriate ways.
- 7.3 Through diocesan hubs and partnerships with training bodies such as the Church Army, the pioneer movement will seek to identify, train, deploy and recognise pioneers at every level of the church. Some may already be in the employ of the church, others may be commissioned at local/parish level, others may be licensed within a diocese.

### **8.0 SAFEGUARDING**

- 8.1 All Pioneer Ministers, volunteer or lay, will comply with Church policies on Safeguarding for children, young people and/or adults at risk.
- 8.2 All Pioneer Ministries will be subject to the Church of Ireland Constitution and policies on Safeguarding.

### **9.0 REPORTING**

- 9.1 The Pioneer Ministry Council will submit an annual Report to General Synod and will, in the time between each sitting of General Synod, report to Standing Committee at a minimum of once per year.
- 9.2 The Chair of the Ministry Council will provide updates and reports to the House of Bishops
- 9.3 The Pioneer Leadership Team will report on an ongoing basis to the Pioneer Ministry Council
- 9.4 The Pioneer Leadership Team, under the Pioneer Ministry Council Chair, will submit two reports annually to the Allocations Committee detailing progress on the Objectives in 2.1, including submissions on budgets and funding, for review and representation to the Representative Body.
- 9.5 A representative of the Pioneer Ministry Council or Leadership Team will report to Standing Committee as required.

**APPENDIX B**

**THE CHURCH OF IRELAND CENTRE, DCU INSTITUTE OF EDUCATION**

**ADVISORY COUNCIL**

**REPORT TO THE GENERAL SYNOD 2023**

**MEMBERS**

Members are shown with attendance figures for the three meetings held during 2022.

2	Most Rev John McDowell, Archbishop of Armagh	School patron (Chair)
2	Most Rev Dr Michael Jackson, Archbishop of Dublin	School patron
3	Rev Canon Gillian Wharton	Honorary Secretary and member of the General Synod Board of Education (RI)
2	Rev Canon Brian O'Rourke	Member of Board of Management of a Church of Ireland national school and of the General Synod Board of Education (RI)
3	Ms Joyce Perdue	National school principal
3	Ms Carolyn Good	National school principal from a small rural school
3	Mr Robert Neill	Member of the RCB with financial or auditing expertise
3	Rev Canon Prof Leslie Francis Vacant	External academic expert External academic expert from the island of Ireland

**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.

The Standing Committee in November 2021 reappointed the outgoing members of the Advisory Council for a five-year period.

### Standing Committee – Report 2023

The Standing Committee in November 2022 amended the list of membership roles, at the request of the Advisory Council, to require that one of the external academic experts shall be from the island of Ireland rather than from the Republic of Ireland.

In collaboration with the governing structures of DCU, the Council is responsible for the relationship of the Church of Ireland with the Centre.

The principal activities set out in the Council's 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.

The January and June meetings in 2022 took place via Zoom, and the September meeting was based at All Hallows campus, DCU with a remote attendance facility provided for those who needed it.

In 2022 the Council received updates from the Director on the work of the Centre, including the continuing impact of the Covid-19 pandemic and restrictions, which had remained in place both within the University and on student placements for some time following the return to face-to-face teaching in the latter part of 2021.

Prof Anne Looney, Executive Dean, Institute of Education was invited to attend part of the June meeting and spoke about developments in the DCU Institute of Education, including the reaccréditation of DCU teacher education programmes that took place during the year, and the inaugural intake for the professional doctorate in education (EdD) programme.

During 2022 the Archbishop of Armagh was invited to nominate a person to attend a meeting with the review panel established by DCU to carry out a five year review of the incorporation of St Patrick's College, Drumcondra (SPD), Mater Dei Institute of Education (MDI), and Church of Ireland College of Education (CICE). Ms Carolyn Good was nominated to attend the meeting with the review panel.

Further information on the work of the Centre during the year is included in the report of the General Synod Board of Education on page 259.

The Council received annual budget figures from the Director. A request for an allocation of €66,121.49 from the Church of Ireland College of Education Fund Trust in support of the work of the Centre in respect of the academic year 2022/2023 was recommended to the RB Executive Committee, acting on behalf of the Representative Body in its capacity as Trustee of the Fund Trust, and was approved (2021/2022: €65,270.55). The allocation from the Fund Trust is used to give bursaries and prizes to students, to support the provision of the teaching of religious education in the Centre and to support projects that further the Centre's ethos.

**APPENDIX C**

**BISHOPS' APPEAL GENERAL SYNOD REPORT 2023**

**Bishops' Appeal Committee**

Rt Rev Ferran Glenfield (Chair)  
Very Rev Niall Sloane  
Mrs Iris Suitor (Hon Sec)  
Canon Jono Pierce

Rev John Ardis  
Rev Claire Henderson  
Mrs Claire Holmes  
Ms Ruth Handy

Education Advisor, Ms Lydia Monds (to January 2023)

**Bishops' Appeal Diocesan Representatives**

Mr Geoffrey McMaster – Dublin & Glendalough  
Rev Ken Rue – Dublin & Glendalough  
Mrs Valerie Power – Cashel, Ferns & Ossory  
Mrs Gillian Purser – Cashel, Ferns & Ossory  
Mr Andrew Coleman – Cork, Cloyne & Ross  
Rev Jim Stephens - Limerick & Killaloe  
Rev Canon Jen McWhirter – Tuam, Killaloe and Achonry  
Vacant – Clogher  
Ms Jo Miller – Derry & Raphoe  
Rev Elaine O'Brien - Connor  
Rev Elizabeth Stevenson - Armagh  
Mr Albert Dawson – Kilmore, Elphin & Ardagh  
Rev William Steacy – Meath and Kildare  
Rev Colin Darling – Down & Dromore

**Executive Summary**

With support from Church of Ireland dioceses, parishes, and individuals, and in collaboration with key partner mission and development agencies, Bishops' Appeal funded crucial disaster relief responses, as well as longer term education, health, and agricultural community development programmes throughout the past year. Due to Covid, the Ukraine and the Horn of Africa, a significant amount of funds were used.

Key to our work was our continued Covid supports across several African countries and in Nepal and India, our Ukraine Humanitarian Appeal, the marking of our 50<sup>th</sup> Anniversary and our continued collaborative work with Mothers' Union to raise awareness on and eliminate Gender Based Violence.

**Ukraine Humanitarian Appeal**

Bishops' Appeal would like to extend our heartfelt gratitude to all those who donated to support the Ukraine Humanitarian Appeal. There was an incredible wave of response, to date raising €205,013 and £215,341 to support refugees who had fled to Poland, Romania, and Hungary, as well as supports for people internally displaced within the Ukraine.

## Standing Committee – Report 2023

Bishops' Appeal partnered primarily with Christian Aid Ireland and with Habitat for Humanity Ireland, also working through Tearfund Ireland for some targeted emergency responses.

In order to successfully facilitate such a large Appeal, we are dependent upon and so grateful to the RCB Finance department, who support us in the processing of cheques, the allocating and releasing of funds, and the issuing of receipts.

### **50<sup>th</sup> Anniversary**

Bishops' Appeal was founded in 1971 in response to famine in Ethiopia. Over the past 50 years our work has continued to focus on disaster relief response, but has also focused heavily on long term sustainable development programmes, that enable people to build up reserves so they are better equipped to withstand crisis when it hits. We have also began funding advocacy programmes, to enable communities to bring about the changes needed for a fairer, safer, more equitable world. Throughout all of this, the Church of Ireland has been a faithful support and our moving video of all we have achieved together can be found on the Church of Ireland website.

### **Parish Donations & Legacies**

Over the past number of years, we have been heartened by those digging deep and giving even when things were difficult. It has enabled us to support vital work in some of the most vulnerable communities worldwide. Any gap in donations during Covid was filled through the receipt of legacies, which are humbly and gratefully received and used in a way that honours the life and memory of those who give.

### **Vital Projects funded through donations and legacies – a sample**

- Education programme for seasonal cotton workers in Pakistan through Feed the Minds.
- 'I AM A GIRL' education and sanitation programme encouraging and enabling girls to attend school in Uganda through Fields of Life.
- A rural development programme in Burkina Faso enabling the expansion of supports for cashew farmers through Self Help Africa.
- Emergency aid for communities unable to access food or essential items in Afghanistan through Christian Aid.
- Emergency water trucking and food vouchers for communities affected by drought and famine in Somaliland through Tearfund Ireland.
- Tree planting and tree nursery management, goat rearing and smokeless stove construction in villages in Tanzania via Feed the Minds.
- Boreholes for returning internally displaced communities in the Democratic Republic of Congo through Christian Aid.

## Standing Committee – Report 2023

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- Emergency response supports after the floods in Pakistan through Tearfund.
- Disaster Relief Responses throughout the Horn of Africa to enable people to survive prolonged drought and famine conditions.
- Water projects in rural Kenya via Water Drops.

### **Diocesan Link Projects : Down and Dromore Lent Appeal**

The Bishop's Big Bike Ride around Down and Dromore Diocese saw Bishop David McClay and a diocesan team cycle approximately 350 miles to every parish raising funds and raising awareness about 2 worthwhile projects;

1. A Christian Aid project in Honduras supporting villages along the dry corridor to be better equipped to withstand climate change and;
2. A Tearfund Church and Community Mobilisation Programme in Jordan, supporting small church communities to reach out and serve the needs of their communities.
- 3.

### **Development Education Resources**

Our Lenten Focus for 2022, 'What is in your hand?', focused on God's call to Moses and his equipping of Moses with everything he needed to go and speak to Pharaoh. How does God equip us to speak truth to power and to stand against injustice? Instead of focusing on what little we can do or how few in numbers we are, instead the resource shows us how we can focus on what we can do and on how God is with us and then put one foot in front of the other and be the change we want to see in the world. It is still available for download from our website: <http://www.bishopsappeal.ireland.anglican.org/bishops-appeal-lent-resources-2022/>

### **Gender Based Violence Collaboration with Mothers' Union (MU) and Tearfund Ireland**

- We joined with Mothers' Union and Tearfund Ireland to design and run a programme supporting parishes to recognise, respond to, prevent, and end violence against women and girls and all forms of domestic abuse. The training is called 'Equipping the Church to take action and end Domestic Abuse' and it was piloted in January and run with parishes from around Ireland and Northern Ireland in September/October. Feedback has been extremely positive, and the actions taken by parishes since the training are to be commended. At the time of this report, the next training will take place early 2023.
- We then worked together to develop a facilitator manual and a participant guide for the course with the strategic vision to see more facilitators come on board to create greater access to the course in the future.
- We also worked on the contextualisation of the Restored Guide for Churches for ending Domestic Abuse. This is an excellent resource and is now available for the legal jurisdictions of the Republic of Ireland and Northern Ireland.

**Thank You**

### Standing Committee – Report 2023

Bishops' Appeal wishes to thank the RCB Finance Department for their continued support. The Appeal is extremely grateful to all the agencies who partner with the Church, who reach out to communities around the world. Listening to their needs and providing the necessary support and kinship to those in need.

Our thanks to the hard-working committee and diocesan representatives of past and present.

Special thanks must be given to Ms Lydia Monds, who stepped down from her role as Education Advisor at the end of 2023 after 12 years with Bishops' Appeal. Lydia's passion for helping others and her dedication to her role and to aiding the wider work of Bishops' Appeal cannot be overstated. Our prayers and good wishes go with her to her new position within the Ministry for Healing.

Finally, Bishops' Appeal expresses heartfelt gratitude to all those across the Church of Ireland, individuals, parishes, dioceses and central structures for their generosity and continuing support.



Standing Committee – Report 2023

**BISHOPS' APPEAL ACCOUNT 2022**

**INCOME & EXPENDITURE ACCOUNT**

Year ended 31 December

2022                      2021  
€                              €

**INCOME**

Contributions	839,112	718,160
Deposit Interest	609	5
Sterling translation loss/gain	-	3,965
Tax refunds	12,506	12,840
	<u>852,227</u>	<u>734,970</u>

**EXPENSES**

Administration Expenses & Salaries	39,828	32,707
	<u>39,828</u>	<u>32,707</u>

**OPERATING SURPLUS FOR YEAR**

	<u>812,399</u>	<u>702,263</u>
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Grants Paid	788,704	391,370
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Surplus for the year	<u>23,695</u>	<u>310,893</u>
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Standing Committee – Report 2023

**BISHOPS' APPEAL ACCOUNT 2022**

**BALANCE SHEET**

Year ended 31 December

	2022 €	2021 €
<b>CURRENT ASSETS</b>		
Cash held by the RCB	465,422	452,725
Debtors	33,578	22,580
	<u>499,000</u>	<u>475,305</u>
Total Net Assets	<u>499,000</u>	<u>475,305</u>
 <b>FUNDS EMPLOYED</b>		
Balance at 1 January	475,305	164,412
Surplus for the year	23,695	310,893
	<u>499,000</u>	<u>475,305</u>

**THE CHURCH OF IRELAND BISHOPS' APPEAL**  
**REPORT OF THE INDEPENDENT AUDITORS**

**INDEPENDENT AUDITORS' REPORT TO THE CHURCH OF IRELAND BISHOPS' APPEAL**

Standing Committee – Report 2023

**BISHOPS' APPEAL CONTRIBUTIONS**

	2022		2021	
	Stg£	€	Stg£	€
ARMAGH	49,218	1,000	17,064	975
CLOGHER	18,973	1,306	8,308	650
CONNOR	43,696	550	9,266	-
DERRY & RAPHOE	36,220	19,227	14,543	2,980
DOWN & DROMORE	119,390	-	22,538	-
KILMORE	731	33,164	1,277	4,441
CASHEL & OSSORY	-	26,643	-	6,503
CORK	-	16,964	-	14,920
DUBLIN	-	108,871	-	33,050
LIMERICK	-	30,294	-	4,235
MEATH & KILDARE	-	7,740	-	4,350
TUAM	-	9,100	-	14,147
OTHER	<u>36,928</u>	<u>239,560</u>	<u>53,458</u>	<u>481,602</u>
TOTALS	<u>305,156</u>	<u>494,419</u>	<u>126,454</u>	<u>567,853</u>
TOTALS IN EURO		<u>839,112</u>		<u>718,160</u>

**BISHOPS' APPEAL GRANTS PAID**

TYPE OF DEVELOPMENT	2022	2021
	€	€
Disaster Relief	620,950	120,479
Health & Medical	53,633	112,645
Education/Communications	64,210	97,350
Rural Development	<u>49,911</u>	<u>60,896</u>
Totals	<u>788,704</u>	<u>391,370</u>
DEVELOPMENT AGENCY		
Christian Aid	303,117	66,157
CMSI	12,337	72,101
Feed the Minds	27,109	24,580
Tearfund	108,858	51,169
Habitat for humanity Northern Ireland	216,732	11,525
Others	<u>120,551</u>	<u>165,838</u>
Totals	<u>788,704</u>	<u>391,370</u>

**BISHOPS' APPEAL GRANTS PAID**

<b>GEOGRAPHICAL LOCATION</b>		
<b><u>AFRICA - € 162,517; Stg£ 54,737;</u></b>		
<b>Project</b>	<b>Location</b>	<b>Agency</b>
Making the Most of Maize	Burundi	Christian Aid
Self Help Africa Burkina Faso	Burkina Faso	Self Help Africa
Christian Aid	DRC	Christian Aid
Christian Aid Ethiopia	Ethiopia	Christian Aid
Tearfund Ethiopia	Ethiopia	Tearfund
Self Help Africa Kenya	Kenya	Self Help Africa
Water Drops Storage Tanks	Kenya	Water Drops
Tearfund Somalia	Somalia	Tearfund
Christian Aid Horn of Africa Hunger Appeal	Somalia	Christian Aid
Christian Aid South Sudan Water	South Sudan	Christian Aid
Feed the Minds Tanzania	Tanzania	Feed the Minds
Fields of Life I am a Girl	Uganda	Fields of Life
Fields of Life Water	Uganda	Fields of Life
Motivation Charitable Trust	Uganda	Motivation Charitable Trust
Christian Aid Connect 4 Creation	Zimbabwe	Christian Aid
<b><u>ASIA - € 62,605; Stg £ 20,922;</u></b>		
Self Help Bangladesh	Bangladesh	Self Help Bangladesh
Christian Aid Beirut	Lebanon	Christian Aid
Tearfund Lebanon	Lebanon	Tearfund
CMS Ireland Nepal	Nepal	CMSI
Tearfund Pakistan	Pakistan	Tearfund
Feed the Minds	Pakistan	Feed the Minds
Tearfund Afghanistan	Afghanistan	Tearfund
Christian Aid Afghanistan	Afghanistan	Tearfund
<b><u>CENTRAL AMERICA - € 785; Stg £ -;</u></b>		
Christian Aid Haiti Appeal	Haiti	Christian Aid
Habitat For Humanity Haiti Appeal	Haiti	Habitat For Humanity
<b><u>EUROPE - € 205,013; Stg £ 215,341;</u></b>		
Christian Aid Ukraine Appeal	Ukraine	Christian Aid
Tearfund Ukraine	Ukraine	Tearfund
Habitat For Humanity Ukraine Appeal	Ukraine	Habitat For Humanity
<b><u>SOUTH AMERICA - Stg£ 16,189;</u></b>		
Christian Aid Down Honduras Climate	Honduras	Christian Aid



## ***Independent auditors' report to the Advisory Committee of Church of Ireland Bishops' Appeal***

### **Report on the audit of the non-statutory financial statements**

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#### **Opinion**

In our opinion, the Church of Ireland Bishops' Appeal's financial statements for year ended 31 December 2022 have been properly prepared, in all material respects, in accordance with the basis of preparation in the accounting policies.

We have audited the financial statements, which comprise:

- the balance sheet as at 31 December 2022
- the income & expenditure account for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

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#### **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.

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#### **Emphasis of matter - Basis of preparation**

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

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#### **Conclusions relating to going concern**

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the Advisory Committee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

Our responsibilities and the responsibilities of the Advisory Committee with respect to going concern are described in the relevant sections of this report.



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## **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.

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## **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 Responsibility 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 give a true and fair view. The Advisory Committee 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 Advisory Committee are responsible for assessing the Advisory Committee'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.

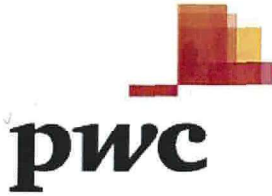
### *Auditors' responsibilities for the audit of the financial statements*

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.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at: [http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/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 Advisory Committee 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  
Place  
31 March 2023



**APPENDIX D**

**CHURCH OF IRELAND BOARD FOR MINISTRY WITH  
CHILDREN AND FAMILIES**

**REPORT 2023**



[www.cfm.ireland.anglican.org](http://www.cfm.ireland.anglican.org)

**Membership**

Rt Rev George Davison, Bishop of Connor (Chair)

*Children's Ministry Network representatives:*

Rev Canon Jennifer McWhirter (RI) Ms Lynn Storey (RI)

Mrs Kirsty McCartney (NI) Ms Julie Currie (NI)

*Sunday School Society for Ireland representative:*

Very Rev Niall Sloane

*Board of Education representatives:*

Rev Catherine Simpson (NI) Ms Carolyn Good (RI)

*Standing Committee representative:*

The Ven Ruth Elmes

*Liturgical Advisory Committee representative:*

Rev Julie Bell

*Staff:*

Dr Peter Hamill (Secretary)

Mrs Rachael Murphy (Development Officer)

**Vision Statement**

The Board for Ministry with Children and Families (CFM) seeks to equip, resource and advocate for the increased welcome, enhanced inclusion and full participation of children and their families in the whole life of the Church. Its vision is that every Church of Ireland parish, no matter how big or small, is equipped to provide vibrant and

## Standing Committee – Report 2023

engaging ministry with children and families.

### **Context**

The Children's Ministry Network was established by Standing Committee in 2009. The Children's Ministry Network has been renamed the Children and Families Ministry Network and is now part of the Children and Families Board structure. It comprises of full / part time Diocesan Children's and Families workers and clergy / laypeople who are appointed by each Bishop to act as liaison between the CFM Board and local parishes.

### **Communications**

The Board has made progress this past year in the area of communications, having established a variety of platforms from which to promote Children and Families Ministry around the country.

The CFM Network met 3 times during the year, twice online and once in person. A 3-day retreat took place in November to discuss the challenges and opportunities within Children and Families ministry since the pandemic, and also to train and equip each diocesan representative with a full box of resources to lead "Out of the Box" story telling sessions. This wonderful technique of storytelling and open discussion has already proved to be very popular in many dioceses, with reps delivering it in schools, children's clubs, hospitals and the broader community.

Online communications have also been established. Initial work saw the creation of a vibrant social media presence on Facebook and Instagram. The following on social media has seen an encouraging and steady growth to nearly 2k followers in one year.

A brand-new website, [www.cfm.ireland.anglican.org](http://www.cfm.ireland.anglican.org), was then launched in November which has also gained great traction. The website provides a central source of resources, ideas, support, and training. It is planned in the coming year to add more training sessions, providing both online training, and in person training opportunities. An in-person workshop looking at volunteer recruitment and retention is currently [available for booking via the website](#).

Additionally, there have been four Newsletters sent out to parishes packed full of ideas for each season, the website now carries a sign-up option on the homepage so that people can opt to receive the newsletters directly. The Spring Newsletter can be accessed through <https://cfm.ireland.anglican.org/spring-newsletter-2023/>.

### **Resources**

Through the year the Board has produced some unique resources for parishes to use. These include: The Bible Buddy Reading programme, which also has an additional Christmas pack and Easter pack, the Back-to-School Family Faith Locker which includes an intergenerational service outline, the Harvest intergenerational service, the Nativity Photo Booth resources, and a Christmas trail.

### **Building Blocks**

Building Blocks has been a major conference on children's ministry held in Dublin over

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the last number of years, run by a range of organisations including the Church of Ireland. The CFM Board has agreed to provide the administrative support to ensure that Building Blocks continues to provide vital encouragement and support to all those who work in children's ministry. This year they held two events online and reached out to many children's ministry leaders.

### **Children's Ministry Network (Britain and Ireland)**

The Church of Ireland participates in the [Children's Ministry Network](#) organised by Churches Together in Britain and Ireland. Dr Peter Hamill was nominated and approved as the new moderator for this group and Rachael Murphy will be the rep for the Church of Ireland. Both Peter and Rachael attended the two conferences held in England alongside members from many other denominations.

### **Sunday School Society of Ireland**

The Board would like to thank all those who have worked with the Sunday School Society of Ireland and acknowledge the significant legacy of their work among children's ministry in the Church of Ireland.

### **Development Officer**

The CFM Board would like to thank Ms Rachael Murphy for her hard work and creativity in her role as Development Officer. Rachael has developed our online presence and a range of resources to ensure that Children's and Family Ministry is an integral part of the Church of Ireland. Rachael has been meeting representatives across all the dioceses and providing training and resources for those working with children and families.

### **Next steps**

This second year of the three-year project will see more opportunities for in-person training, further resource development and a strengthening of the diocesan network. Ministry with children and families in this post-Covid time is proving challenging for some parishes, but it is vital for growth in the church. The Board would encourage any parish seeking support to make contact with their diocesan CFM Network representative or to contact the Development Officer directly.

### **Appendix 1**

Children and Families Ministry Network Members - the Board would like to acknowledge and thank the network for their continued work and contribution to ministry with Children and Families.

Development Officer (Chair)	Ms Rachael Murphy
Armagh	Mr David Brown
Cashel, Ferns and Ossory	Vacant
Clogher	Rev Rebecca Guildea
Connor	Ms Victoria Jackson
Cork, Cloyne & Ross	Rev Isobel Jackson
Derry & Raphoe	Mrs Kirsty McCartney
Down & Dromore	Ms Millie Bellew
Dublin & Glendalough	Rev Cathy Hallissey

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Kilmore, Elphin and Ardagh	Ms Sarah Taylor
Meath & Kildare	Rev Eugene Griffin
Tuam, Limerick & Killaloe	Rev Jane Galbraith
Building Blocks	Ms Lynn Storey

Members can be contacted through their respective diocesan offices.

## APPENDIX E

### CENTRAL COMMUNICATIONS BOARD TO GENERAL SYNOD

#### MEMBERSHIP

Most Rev Patricia Storey	(House of Bishops) (Chair)
Rev Ruth Elmes	(Standing Committee)
Rev Canon Gillian Wharton	(Honorary Secretary)
Canon Dr Kenneth Milne	(Chair – Literature Committee)
Dr Raymond Refaüssé	(Hon Secretary – Literature Committee)
Very Rev Alastair Grimason	(Representative Body)( <i>deceased Dec 2022</i> )
Ven Dr Stephen McBride	(Representative Body)
Rev Alan Rufli	(Liturgical Advisory Committee)
Rev Anna Williams	(Co-option for gender & regional balance)
Mr Roger Childs	(Co-option for gender & regional balance)
Mr David Ritchie	(Church House Senior Management) ( <i>ex officio</i> )
Mrs Janet Maxwell	Head of Synod Services & Communications ( <i>ex officio</i> )
Mr Peter Cheney	Press Officer ( <i>in attendance</i> )
Mrs Lynn Glanville	Dublin & Glendalough Communications Officer ( <i>in attendance</i> )

#### TERMS OF REFERENCE

- Initiate policy in relation to the communications strategy of the Church;
- Establish and co-ordinate the work of the sub-committees;
- Advise and support staff dealing with communications;
- Recommend and seek funding for communications projects for the benefit of the Church;
- Examine recommendations from the Literature Committee for support from the General Synod Royalties Fund and forward these for approval to the Standing Committee;
- Identify training needs among church communications staff and volunteers, providing training where possible;
- Report annually to the General Synod.

#### Executive Summary

In 2023 and into 2024, the Board's action plan is to:

- Share good practice through social media guidelines and templates;
- Continue publicity for the *Daily Worship* app and online bookstore;
- Review and improve the Church of Ireland website.

## REPORT

### Introduction

The Board would firstly place on record its appreciation for the life and committed service of Dean Alastair Grimason whose death in December 2022 robbed it of one of its longest-serving members. Dean Grimason had acted as a Diocesan Communications Officer as part of his wider service to the Church of Ireland, and had a huge interest in the work of the Central Communications Board. He was always generous and robust in his contribution to discussions based on a belief that communicating the Gospel is central to the work of the Church. The Board expresses its sympathies to his family.

In 2022, the Central Communications Board appointed its first members under the revised terms of reference, which have refocused the work of the Board around communications and media policy, and skills development. On the initiative of the Chief Officer, a review of the Church of Ireland's website and central social media channels was facilitated by Ms Rebekah Fozzard, Ms Caoimhe Leppard and Mr George Madden from the Representative Church Body.

The review found that readers appreciated quick loading speeds on the website, a welcoming and professional format, and an excellent resource with information (although navigation can be difficult). It recommended an in-depth review of content on the website, refreshing its architecture, giving more staff resource to the Church's online presence, branding guidelines, and a social media strategy with objectives, purpose and a definition of success. The Board welcomed the subsequent allocation of additional staff time to review and improve the *Parish Resources* section.

The central Church has an extensive digital presence, notably through its online gallery on Flickr (almost 4,000 photos), a recently relaunched e-bulletin (sent out to over 3,000 subscribers), and the *Daily Worship* app (with over 1,300 purchases). The app seeks to help readers to grow in relationship with God through liturgy from the *Book of Common Prayer*, read and meditate on Scripture, and prepare services with ease. More information on *Daily Worship* is available at [www.ireland.anglican.org/dailyworshipapp](http://www.ireland.anglican.org/dailyworshipapp) and feedback on the app is always welcome by email to [dailyworshipapp@ireland.anglican.org](mailto:dailyworshipapp@ireland.anglican.org). Our social media feeds are followed by 9,600 people on Facebook, 6,000 on Twitter, and 1,800 on Instagram. It is important to note, though, that digital communication alone is incomplete and print media continues to have a key role in sharing our messages. We commend our parish and diocesan magazine editors for the work that they give to making each edition happen.

*The Church of Ireland Gazette* has been publishing monthly in recent years and is currently edited by Ms Emma Blain. The Board would like to draw the attention of parishes to the *Gazette*, which carries analytic and reflective articles about the life of the Church as well as reporting on new initiatives at diocesan and parish level. The magazine has an attractive presentation and the Editor welcomes new ideas and contributors. Please consider taking a look at the complimentary copy that is available electronically on its website – or pick up a copy from the stand at General Synod. The paper is available in either electronic or print format and can be ordered at <https://gazette.ireland.anglican.org/subscribe> or by calling 028 9266 7580 (ROI 048 9266 7580).

The Central Communications Board's photography competition ahead of General Synod 2022 and print media competition for General Synod 2023 provided opportunities to

## Standing Committee – Report 2023

highlight the breadth of creativity within our Church. Many thanks to all who have taken part.

The Board has noted that demand on the General Synod Royalties Fund in recent years has begun to erode the substance of the fund, and will continue to review this in the coming year.

### **Press Office**

The Press Office, assisted by colleagues in the Church of Ireland House, Dublin, and Church of Ireland House, Belfast, and the network of Diocesan Communications Officers, welcomed a return to the normal flow of reports and events. During the Platinum Jubilee celebrations and the weeks after the death of Queen Elizabeth II, the Church's communicators worked to provide content, coverage and resources to give confidence to members of the Church and their neighbours in a time of considerable change.

Other significant themes and events included the continued promotion of the MindMatters COI initiative, the consecration of Bishop Adrian Wilkinson (October 2022), the centenary service for Irish Council of Churches (January 2023), and the national launch of Pioneer Ministry (February 2023).

The Press Office also facilitated three pilot workshops on neighbourhood statistics with a view to informing parishes and dioceses, and gathering attendees with interesting stories about how they serve their communities.

### **Broadcasting – RTÉ**

As Ireland emerged from the COVID pandemic in 2022, RTÉ continued to offer a range of additional religious content, to cater, in particular, to the needs of the vulnerable, housebound or hospitalised. The broadcaster is grateful to the many clergy and parishes who have freely shared with viewers streamed coverage of their worship.

RTÉ also continued to offer a diverse range of regular Sunday worship on RTÉ One TV and Radio 1 Extra. In terms of Anglican services, this included worship in studio with clergy, choirs and parishioners from Rathmines, Limerick, Clontarf and Malahide, the last of those marking the bicentenary of the foundation of St Andrew's Church. In May, the Chair of Christian Aid, Archbishop Emeritus John Sentamu, led a Service to mark Christian Aid Week with the charity's Irish CEO, Rosamond Bennett. In June, the inter-denominational Christian group Amach le Dia celebrated a service for Pride Month. And in December, Mrs Sheran Harper, worldwide President of the Mothers' Union, joined Bishop Pat Storey and All Ireland President June Butler in leading a service to mark the MU's 'No More 1 in 3' campaign against gender-based violence.

Of course, it is not only in worship programmes that Anglican voices feature. With the on-screen blessing of Bishop Paul Colton, two special episodes of *DIY SOS – The Big Build Ireland* covered the show's most ambitious project yet: the renovation by volunteer craftsmen and women of six derelict homes owned by the Kingston Trust in Mitchelstown, Co. Cork. The project was a resounding success, providing new homes for several grateful displaced Ukrainian families.

During the summer, Siobhán McSweeney filmed a documentary, *Finding Brigid*, exploring the tangle of faith, fact and folklore surrounding Ireland's 'matron saint', in time for her 1500th anniversary in February 2023. Among the contributors was Bishop Pat Storey.

At Easter, RTÉ broadcast live coverage and a subsequent edited highlights version of *Walled City Passion*, a unique cross-community Passion play, transposing the events of the first Easter on to the walls and accents of Derry. The project, which was the brainchild of Archdeacon Robert Miller, was funded by a broad coalition of local bodies.

## Standing Committee – Report 2023

On RTÉ Radio, *The Leap of Faith* continued to feature a diverse range of religious voices, including the Rev Richard Coles and Rev Philip McKinley. Christmas also saw the traditional message from the two Archbishops of Armagh, on TV and Radio. This year, they focused on the generous way that Irish people, north and south, are responding to the challenges of cost of living rises and the arrival here of Ukrainian refugees. Ukrainian voices also featured in RTÉ One's annual show on Christmas Eve, *Christmas in the Castle*, where the young choristers of St Patrick's Cathedral, Dublin, sang a verse of *Shchedryk*, the original version of *Carol of the Bells*, in the Ukrainian language. Of course, the choir, clergy and staff of St Patrick's Cathedral also featured in the annual broadcast of the Festival of Nine Lessons and Carols on Radio 1, on Christmas Eve.

### **Broadcast services**

Clergy are warmly encouraged to consider volunteering for broadcast services – on RTÉ radio and television and BBC Radio Ulster – which are much valued by people of all denominations who cannot attend public worship, and reach people who are not currently connected to a local church. If you wish to take up this opportunity, please contact Mr Roger Childs (RTÉ) at [roger.childs@rte.ie](mailto:roger.childs@rte.ie) or Dr Bert Tosh (BBC NI) at [tosh751@outlook.com](mailto:tosh751@outlook.com) in the first instance.

A straightforward and personal approach is preferred, with a good quality of music to accompany liturgy; a selection of recent services can be played back on the RTÉ Player, and on the BBC website at [www.bbc.co.uk/programmes/b007cphq](http://www.bbc.co.uk/programmes/b007cphq)

The Board has a small grant fund to assist parishes with costs of participating in one of these broadcasts and parishes can apply for assistance by contacting the Press Office at [press@ireland.anglican.org](mailto:press@ireland.anglican.org)

### **Training**

Media training for senior clergy and CITI ordinands continued as required. The DCO residential meeting took place in June 2022 at the Kilbroney Centre in Rostrevor, where attendees heard presentations on Children and Families Ministry by Rachael Murphy, Development Officer with the Board for Ministry with Children and Families, and on education (on both sides of the border) by Dr Ken Fennelly and Dr Peter Hamill.

### **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 regional and national media. The Board is also grateful to Mr Bryan Whelan as Publications Officer and his colleagues in the RCB Library for their support of various publications and to Ms Heather Justin for her assistance with the distribution of materials to parishes. The Board thanks Dr Tosh and Mr Childs for their ongoing work in maintaining the regular broadcast services on Sundays.

## **LITERATURE COMMITTEE**

### **MEMBERSHIP**

Canon Dr Kenneth Milne (Chairman)  
Canon PK McDowell  
Ven RB Rountree  
Rev KG Rue



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Rev Bernard Treacy OP  
Dr Raymond Refaüssé (Honorary Secretary)  
Ms Cecelia West  
Mr George Woodman  
Mrs Janet Maxwell (*ex officio*)

In attendance: Mr Bryan Whelan, Publications Officer and Mr Peter Cheney, Press Officer.

### Executive Summary

In 2023, 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 2022

Arising out of the Action Plan for 2022:

- The fifteenth booklet in the Braemor Studies series, which seeks to publish the best of the final year dissertations in CITI, was edited, designed and published.
- Cooperation took place with CITI in the redesign of the cover of Braemor Studies;
- Cooperation with the online purchasing facility which assists with promotion and marketing, sales and distribution 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 2022:

John McDowell, *Reflections on the Death of Queen Elizabeth*

Kenneth Milne (ed.), *Journal of the General Synod, 2020*

Ken Rue, *Church of Ireland Sunday and Weekday Readings Advent Sunday 2022 to Eve of Advent Sunday 2023*

Andrew Hay, *Discipling on Church Street* (Braemor Studies 14)

### 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 of Ireland House, Dublin, 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 email or by phone using the following addresses:

Online ordering: <https://store.ireland.anglican.org/store>

Email: [heather.jestin@rcbdub.org](mailto:heather.jestin@rcbdub.org)

Tel: +353 (0)1 4125 665

## Standing Committee – Report 2023

### **General Synod Royalties Fund**

A list of allocations from the General Synod Royalties Fund is contained on p. 174 of the Book of Reports. Applications to the fund should be addressed to Dr Raymond Refaüssé, Secretary to the Literature Committee, c/o Synod Department, Church of Ireland House, Church, Avenue, Rathmines, Dublin, D06 CF67.

### **Action Plan for 2023**

- Prepare the fifteenth book in the Braemor Studies for publication;
- Support the publication programme of the Liturgical Advisory Committee;
- Support the RCB Library in the publication of an architectural history of the Church of Ireland;
- Support the Commission for Christian Unity and Dialogue in the publication of a revised edition of *Interfaith Events & Dialogue*;
- Support Kevin Moroney's proposed book of essays on Anglican liturgies.

**APPENDIX F**

**THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND  
REPORT 2023**

**Members**

Most Rev Dr Michael Jackson (Chair)	Dr Elizabeth Leonard
Most Rev John McDowell	Rev Martin O'Connor
Mr Ken Gibson	Ven Andrew Orr
Mr Neville Armstrong	Ms Zephryn Patton
Mrs June Butler	Ms Jane Burns
Rev Rob Clements	Rev Peter Rutherford (to June 2022)
Rev Dr Rory Corbett	Ven Robert Miller (to September 2022)

The Church and Society Commission submits the following report with appendices referencing its work since the General Synod of May 2022.

Executive Summary

Over the last year the Church and Society Commission continued its work to provide oversight and direction for the Church of Ireland's work in respect to social theology in action. In the time since the last Synod, the Commission has worked proactively to prepare reports and other resource material for the Church and reactively to respond to government reports, public consultations, and events in society.

The Commission would like to thank all of those who have contributed their time and expertise over the last year, with particular thanks to Rev Peter Rutherford and Ven Robert Miller who both stepped down from the committee this year. The Commission is very grateful to both for providing the benefits of their experience, insight, and compassionate contributions throughout their time on the committee.

Report

Cost of Living

This year the issue of cost-of-living increases and the financial and emotional pressure they put on families across the island came to the forefront for many. Following Synod 2022 the Commission took steps towards gathering information on resources and support available to those in need. This was published as a leaflet, produced with the assistance of Church of Ireland Press Office and Protestant Aid, detailing recommended resources and useful contacts for those who may be facing difficulties, for distribution in parishes.

Alongside the leaflets a page has been created on the Church of Ireland website to act as a central hub from which visitors can find these leaflets and other useful information. Going forward this page (which can be found at [www.ireland.anglican.org/cost-of-living](http://www.ireland.anglican.org/cost-of-living)) will be maintained and updated with new information and resources as they become available.

## Standing Committee – Report 2023

Following the statement by the Church Leaders Group in August the Commission organised a series of meetings with representatives from each diocese. Representatives were invited to share examples of local initiatives being undertaken in response to the cost-of-living crisis. It was hoped that by sharing these successful, achievable initiatives among dioceses they may have a chance to be replicated in other areas.

### Cross-Border Relations

A key focus for CASC since the last Synod has been to diligently engage with the Shared Island Initiative, with representatives attending organised events and updating the committee on each, including in December of 2022 when a representative of the committee was able to attend the 2<sup>nd</sup> Shared Island Forum, which examined the progress of the initiative so far and outlined the plan for the year ahead.

In a climate of increasing political division the Commission has found the tone of the initiative's work encouraging, and in line with the Church's own all-island approach. The initiative has demonstrated a desire to engage with the cultural and historical differences in communities and traditions across the island while seeking to foster a spirit of mutually beneficial cooperation and social harmony across political borders.

### Racial Justice

The Church and Society Commission was pleased to have Rev Guy Hewitt, Director of the Church of England's newly created Racial Justice Unit in attendance to speak at their January meeting. Mr Hewitt outlined his aims and goals for the unit going forward including the potential for cooperation with the Church of Ireland in future initiatives, which CASC welcomed.

### Statements and Documents

Cost of Living – Helpful Information leaflet and website:

[www.ireland.anglican.org/cost-of-living](http://www.ireland.anglican.org/cost-of-living)

NI Department of Health Consultation: Urgent and Emergency Services:

<https://www.ireland.anglican.org/resources/681/response-to-the-department-of>

Human Tissue Authority (UK) Review of Code of Practice F

<https://www.ireland.anglican.org/resources/680/response-to-the-human-tissue>

Relating to changes to the law on deemed consent for organ and tissue donations in Northern Ireland.

## APPENDIX G

### DIGNITY IN CHURCH LIFE REVIEW GROUP

#### Membership

Rt Rev Michael Burrows (Chair)  
Ms Hazel Corrigan  
Ven Dr Stephen McBride  
Mrs Judith Peters

#### Context

The Prevention of Bullying & Harassment Policy was introduced as part of the Dignity in Church Life Charter and Policies adopted by General Synod in 2015. At their meeting in September 2022, Standing Committee requested a review of the policy in the light of the experience of its application over the last seven years.

#### Objective of the policy

The Dignity in Church Life Charter

*'articulates the Church's commitment to harmonious relationships in Church life with reference to the Christian principles underpinning those relationships.'*

A number of policies, including that related to bullying and harassment, were developed in support of the principles outlined in the Charter. The stated objective of the Prevention of Bullying & Harassment policy is

*'to ensure the activities of the Church of Ireland take place in a non-threatening environment that is free from bullying, harassment and disrespectful behaviour.'*

#### Review Group

The Group convened in December 2022 and members are currently beginning their consideration of whether the policy has achieved its stated aim, and how in the light of experience the church's needs in this area might best be served.

## GS Complaints procedure

## APPENDIX H

	2022	2021	2020	2019	2018	2017	2016
	Total	Total	Total	Total	Total	Total	Total
	€	€	€	€	€	€	€
<b>Income</b>							
Deposits	0	(1,000)	0	1,000	0	(814)	0
Less - deposit refund	0	1,000	0	0	0	0	0
Support from General Purpose Fund	0	0	0	0	0	0	0
Net deposits	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,000</u>	<u>0</u>	<u>(814)</u>	<u>0</u>
<b>Costs</b>							
Legal - External	0	6,027	0	0	0	0	0
Legal - In-House Legal	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0
Mediation	0	6,013	0	0	0	0	0
Expert witness costs	0	0	0	0	0	0	0
Administrative and secretarial	0	0	0	0	0	0	0
Travel & subsistence	0	0	0	0	0	0	0
Catering	0	536	0	0	0	0	0
Sundry	0	316	0	0	0	0	0
Facilities hire	0	758	0	0	0	0	0
	<u>0</u>	<u>13,650</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	<u>0</u>	<u>13,650</u>	<u>0</u>	<u>1,000</u>	<u>0</u>	<u>(814)</u>	<u>0</u>

Costs will be charged to the RCB income and expenditure account in the year the complaint hearing takes place.

## APPENDIX I

### FUTURE OF CURACIES WORKING GROUP

#### REPORT TO GENERAL SYNOD 2023

##### Membership

Mr Michael Johnston (Chair)  
Rt Rev Andrew Forster  
Rev Canon Malcolm Kingston  
Ver Rev Lynda Peilow  
Very Rev Thomas West  
Ms Rebekah Fozzard (*ex officio*)

The Future of Curacies working group was established in January 2023. The working group is chaired by Michael Johnston, chairperson of the Stipends Committee. Members include a member of the House of Bishops, two members of Standing Committee and two members of the Representative Body. The group is supported by the RCB Project Manager.

The purpose of the working group is to consider how the provision of curacies might be funded in the future, the appointment process, and the terms of office for curate-assists. The Stipends Committee has identified the Stipends Fund as a possible source of funding. Other sources of funding may be allocated from other central church funds or by dioceses. In addition, and whilst not directly impacting the appointment of curate-assistants, the grants available during training including ordination grants should be included in the overall consideration of funding of curacies.

The priority over the coming months is to consult with key stakeholders including:

- Clergy/parishes that have previously appointed curate-assistants
- Members of the clergy that have recently been curate-assistants
- Members of the House of Bishops
- Diocesan Secretaries
- Church of Ireland Theological Institute
- Central Director of Ordinands
- Coordinator of Continuing Ministerial Education
- Other relevant stakeholders as identified by the working group

Early conversations have highlighted the need for any curacy programme to be developed in line with the strategic vision of the wider Church. It is recognised that different funding models should be considered, with an agile approach to implementation. It is important that a clear working agreement for potential curate-assists is agreed between the parish and the curate-assist to support a mutually beneficial arrangement. There also needs to be an understanding that many of those currently working towards ordination are bringing a wealth of commercial experience and expertise with them. There is a responsibility to

### Standing Committee – Report 2023

ensure that they continue to be supported and provided with an opportunity for growth and learning within their journey towards ministry, and any future model of curacy should reflect this.

It is expected that the working group will report back to the RB Executive Committee and Standing Committee on progress, with the final report to be presented to the House of Bishops, RB Executive Committee in September 2023 and Standing Committee following that.



## APPENDIX J

### CONSULTATIVE GROUP ON DISABILITY

#### Membership

Rev Aaron McAlister	Ms Emily Casey (Resigned Jan 2023)
Rev Alistair Donaldson	Mrs Stephanie Casey (Resigned Jan 2023)
Mr Jasper Chisnall (Resigned June 2022)	Ms Gemma Willis
Ms Rachael Mackarel (Resigned Jan 2023)	Mrs Dorothy Jones
Ms Jennifer Bullock	Mrs Kirsty McCartney

#### Planning for the future

The group functions in a consultative way, working with other committees and Church organisations to promote awareness of and action on disability and inclusivity needs.

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;
- c. To make people aware of key issues involved in making sure properties are accessible.

Now that we are able to progress ideas after the Covid-19 pandemic, the Group met twice in January to discuss plans. Unfortunately due to family and work pressures, several members have had to resign over the past few months, leaving the Group with only three members. Following considerable discussion, it was agreed to contact applicants from the 2018 submissions of interest to Standing Committee to see if a few people from this list would still be interested in joining the Group. It is then proposed that a fresh call for submissions of interest be put out for the new triennium, beginning in 2024.

In the meantime, the Group has some positive plans for 2023:

- 1) Website update – the Group’s information on [www.ireland.anglican.org](http://www.ireland.anglican.org) has not been updated for some time, and it is now planned to work on this as soon as new members are appointed. One of the ways the Group will be looking at to improve the website is to explore the possibility of using ‘Easy Read’, an accessible format for people with intellectual disabilities.
- 2) Link-ups & collaborations – we plan to contact the following organisations with a view to potential collaborations:
  - Faith in Kids
  - Muscular Dystrophy Ireland
  - Mencap
  - Autism NI
  - Autism Initiatives
  - Through the Roof

### Standing Committee – Report 2023

- Barnardos
- Jack & Jill Foundation
- Cerebral Palsy Ireland
- New Wine Church

The Group also plans to explore possible connections with the MindMatters Project.

- 3) JAM (Just A Minute) Cards – these cards are being ordered, along with posters, for distribution to all churches in Ireland. It is hoped that having them available will encourage everyone to give people with disabilities a little bit of extra time and space.
- 4) Flyer – we are preparing a flyer for distribution at General and Diocesan Synods. This is to increase awareness that the Group is available for consultations and collaborations on any issues pertaining to disability.

#### **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. While Covid-19 has hampered the Group's efforts, we are hopeful that the next couple of years will allow us to start to make progress on our ideas and plans. We also seek prayerful support in the year ahead as we continue with our first projects.

## APPENDIX K

### HISTORICAL CENTENARIES WORKING GROUP

#### Membership

Rt Rev Dr Paul Colton (Chair)  
Dr Marie Coleman  
Dr Ida Milne  
Dr Andrew Scholes  
Prof Brian Walker  
Mr George Woodman  
Rev Robin Bantry-White  
Mr Ken Gibson  
Canon Kenneth Milne  
Rev Richard Rountree  
Rev Earl Storey  
Dr Ian D'Alton  
Mrs Janet Maxwell (*ex officio*)  
Mr Peter Cheney (*ex officio*)

If there is one aspect of the history of Ireland in the early 20th Century that can be agreed upon, it is surely that not even the most informed observer of life in 1911 could have anticipated the sheer scale and pace of change to be experienced in its politics and society over the approaching ten years. These were truly formative – and often traumatic – times and the role of the Historical Centenaries Working Group, some one hundred years thereafter, has been to seek to encourage a greater understanding of this era in a way that encourages better relationships within our Church and more widely as we live out our discipleship in today's Ireland.

#### Beginnings

With a keen awareness of this historic significance and sensitivity, the Standing Committee in April 2011 requested the Rev John McDowell, Archdeacon Robin Bantry White and Dr Kenneth Milne advise and make recommendations on the historical, theological/pastoral and logistical aspects of centenary commemorations of the period from 1912 to 1922. Among its first steps, the working group consulted with, and endorsed a statement by, a sub-committee of the Church of Ireland Historical Society which sought to look ahead with foresight and insight as the decade approached:

‘The historic events that occurred in Ireland from 1912 to 1922 were of great significance not only for Ireland in general but also for the Church of Ireland. They impinged strongly on the life of the Church and its members, considerable numbers of whom were participants, some of them from positions of leadership. It therefore seems unlikely that the centenary of these events will pass unremarked by the Church, the purpose of such comment and activity being to deepen the Church's self-understanding and self-

## Standing Committee – Report 2023

perception, and also, perhaps, to address the matter of how the Church of Ireland's record is perceived by others ... the aim of any commemoration should be to enhance our understanding of Church of Ireland attitudes at the time and to use such lessons to help build our shared future. This should not be done in any judgemental manner.'

Widely differing public understandings of events which spanned the Home Rule Crisis, the Easter Rising and the Battle of the Somme, the War of Independence and the Anglo-Irish Treaty, were anticipated, as were indeed differences of perception within the membership of the Church of Ireland. In its first report, to the 2012 General Synod, the working group therefore set out four broad ways in which issues arising from centenaries could be addressed:

1. Providing as factual an account as possible of events to be commemorated, drawing on the best historical advice available, in order to inform clergy and others who were likely to be asked to express their attitudes to these events.
2. A study of what might be termed 'a theology of commemoration' which could provide an historical appraisal of the events of the decade.
3. Equipping the Church's spokespersons and other members for engagement with the issues raised by commemorations, and towards encouraging a 'self-interrogation and reflection' by the Church on its role and attitudes past and present.
4. Consideration of the holding of a (preferably ecumenical) liturgical event which would be marked by a note of *penitence and reconciliation*.

To this end, the working group organised its first event – a symposium on the Ulster Covenant entitled 'Sober Reflections', on 24th March 2012 in Moira Parish Centre. The keynote speaker was Professor Lord Bew who was joined by fellow guest contributors, Dr Andrew Scholes, Dr Andrew Pierce and Dr Johnston McMaster. The event was attended by a very disparate audience drawn from civil and religious society, north and south, who gave extremely encouraging feedback.

A second symposium was planned for November 2013 to consider the legacy of the Dublin Lockout and therefore examine some of the social and economic factors which shaped modern Ireland. While the event itself did not proceed due to a lack of sufficient participants, this centenary provided a first opportunity for the Liturgical Advisory Committee (represented on the working group by the Ven Richard Rountree) to produce relevant liturgical material which could be adapted for use in a number of contexts. All published resources continue to be available at [www.ireland.anglican.org/centenaries-liturgies](http://www.ireland.anglican.org/centenaries-liturgies)

### **The wartime centenaries**

Many members of General Synod will recall the solemnity in which both the commencement and conclusion of the First World War were remembered a century later. As anticipated, the work of the group – and indeed of the many others from the disciplines of history, literature and the arts – expanded substantially from 2014 onwards. It was in this context that the Rev Prof Nigel Biggar and Prof Keith Jeffrey addressed a very engaged and interested audience in the Music Room of Christ Church Cathedral, Dublin.

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The working group, through the Church of Ireland Press Office, also organised an innovative short story competition for 15-21 year olds on the broad theme of 'Ireland and The First World War'. The judging panel chaired by the novelist Glenn Patterson considered 35 entries, awarding the first prize to Carys Aldous-Hughes from Wales for her story, 'An Inhumane Humanity'. The group also provided financial, organisation and publicity support to other emerging projects. Most notably, the discovery of letters from young soldiers on the Western Front to the Rev Arthur Barton, then rector of Dundela, was retold in *The Boys from East Belfast* – a film managed by Dr Susan Hood from the RCB Library which was given its first public screening in St Mark's, Dundela, on 10th November 2014.

The year 1916 was self-evidently pivotal in our island's history. As a precursor to the 2016 centenaries, the working group collaborated with the Unionist Centenaries Committee and Partisan Productions to hold an evening to consider what it would have been like to be an 'ordinary Protestant' living in Dublin in the year 1916 and also one hundred years on. The event, with the title 'Is there anybody goin' with a tittther o' sense?' was held on 15th October 2015 in Willowfield Parish Church.

An evening of presentations and discussion to mark the centenary of the Easter Rising took place in Christ Church Cathedral, Dublin, on 17th February 2016, entitled 'A state of chassis – ordinary people in extraordinary events in Dublin in 1916'. Chaired by the historian and broadcaster Dr John Bowman, was attended by around 250 people, including An Taoiseach Enda Kenny, Northern Ireland's First Minister Arlene Foster, and British Ambassador to Ireland, Dominick Chilcott.

Mr Chilcott returned to chair a keynote evening symposium marking the Battle of the Somme's centenary, on 1st June 2016, also held at Christ Church, which highlighted the contribution of Irish battalions and individuals to one of the bloodiest battles in human history. In connection with that centenary, the working group's then convenor, Bishop John McDowell, accompanied a pilgrimage of 30 young adults from across the island to the Western Front's former battlefields. This cross-community journey was led by Archbishops Richard Clarke and Eamon Martin. Bishop McDowell also introduced the launch of *Rebel Prods: The Forgotten Story of Protestant Radical Nationalists and the 1916 Rising* on 21 November that year – a significant contribution to the understanding of our history in this period, produced through the thorough and energetic research of the late Dr Valerie Jones and brought to fruition by her daughter, Heather.

With assistance from the working group, a souvenir edition of the *Church of Ireland Gazette* for Easter Week 1916 was published and funding secured for the complete digitisation of the *Gazette* during the revolutionary period. The LAC's stream of commemorative content also continued with the preparation of liturgies to mark Remembrance-tide, and orders of service for use in church commemorations of the Easter Rising and the Battle of the Somme. After a short pause, the group produced a listing of special events to mark the centenary of the 1918 Armistice which was published by the *Gazette* in late October 2018.

### **Change and continuity**

A time which would generally be termed as ‘post-war’ in much of Western Europe was, of course, one of renewed conflict on our island which continues to have a bearing on today. The group’s work in the second phase of the Decade of Centenaries was largely delivered through publications rather than events. In all of this, it was very mindful of the experiences of Church of Ireland members and their neighbours in years when many, though by no means all, former constants seemed to be in flux.

To this end, the reading list *Divided States: Irish Independence and its Aftermath, 1918-1923* sought to help present day members of the Church to better understand this period. *Divided States* is largely the work of Mr George Woodman and was introduced with a scene-setting essay by Archbishop Clarke; both editions of the reading list may be sourced at this link: [www.ireland.anglican.org/divided-states](http://www.ireland.anglican.org/divided-states)

Prof Linda Connolly (NUI Maynooth) wrote a specially commissioned *Gazette* article on women’s suffrage for parliamentary elections to mark the centenary of the 1918 general election. The working group met with the Irish Government’s Expert Advisory Group on Centenary Commemorations to discuss the sensitivities involved in marking many of these centenaries locally, and how the Church planned to make its contribution through appropriate services of worship.

Two resources published in 2019 will continue to be of particular relevance to parishes. *Liturgical material for use at Historic Centenary Events in Parishes or Local Communities* is a short document containing Bible readings and prayers by clergy at a range of historical commemorations. *A Service of Light for the Reconciliation of Local Communities* can be used as a standalone service, or over an extended number of days for a possible ‘week of reconciliation’. The LAC also produced material to assist in marking the centenaries of the formation of Northern Ireland (June 2020) and the Anglo-Irish Truce (July 2021); these were respectively introduced by the Rev Dr Stanley Gamble and Dr Marie Coleman.

The onset of the Covid-19 pandemic disrupted most plans for centenary-related events although online technology enabled historians, and many other interested observers, to reflect on the passage of 100 years since 2020 and 2021 through conferences, exhibitions and talks. Of course, such occasions for dialogue and reflection were all the more meaningful when meetings in person once again resumed. Plans to hold a symposium on the nature of commemoration in the context of centenaries in Ireland were unfortunately put on hold.

The conclusion of the decade is now approaching in two connected timeframes. The Irish Free State’s entry to the League of Nations on 10th September 1923 is the chosen end-date for the Irish Government’s Decade of Centenaries. In *Divided States*, the centenaries period was extended to 3rd December 1925, the date on which the inter-governmental agreement to recognise the shape of the land border was signed.

### **Conclusion**

Assessments of the level of success in marking centenaries are often intangible, not least with the wide variety of attitudes and opinions which each centennial moment can stir. For its part, the working group (alongside those whom it has supported) has provided an

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extensive resource of written and spoken material for anyone wishing to explore this area further. It is hoped that everyone who has made use of our events and other initiatives will have learned more of this decisive period in Ireland's history with a view to maintaining and building good relations today and in the years ahead.

### **Membership**

Sincere thanks are expressed to the Most Rev John McDowell, the Rt Rev Kenneth Kearon, and the Rt Rev Dr Paul Colton (as successive convenors of the working group), and all members of the working group for their contributions: the Ven Robin Bantry-White, Ms Hazel Corrigan, Dr Ian d'Alton, Mr Ken Gibson, Prof David Hayton, Dr Ida Milne, Dr Kenneth Milne, Dr Olwen Purdue, the Ven Richard Rountree (representing the Liturgical Advisory Committee), Dr Andrew Scholes, the Rev Earl Storey, Prof Brian Walker, Mr George Woodman, and Mr Peter Cheney and Dr Paul Harron (in attendance).

## Priorities Fund Report to the Standing Committee March 2023 (APPENDIX L)

Conversion rate Sterling to Euro

€1.11 / £1

Application Number	Applicant	Diocese	Amount Requested		Recommended Grant		Recommended Grant 2nd Year		Standing Committee Decision
			£	€	£	€	£	€	
OI-1	<b>Church of Ireland Clergy Pensions Fund</b> Static payment of £400 for surviving spouses	na	£400	€0	<b>£400</b>	€444	£0	€0	
OI-2	<b>St. Mary's Church, Dunmanway</b> Church renovation re Sam Maguire - Tourism and Christian Education purposes	na	£0	€20,000	£0	€10,000	£0	€0	
OI-3	<b>Tullycarnet Church Plant</b> Expansion of faith based projects within local community	Down	£12,000	€0	<b>£10,000</b>	€11,100	£0	€0	
OI-4	<b>St John's Parish Church Moira (LOGIC Project)</b> Further development of outreach of LOGIC- youth and community work	Down	£35,000	€0	<b>£5,000</b>	€5,550	<b>£5,000</b>	€5,550	
OI-5	<b>All Saints Church, Belfast.</b> "Holylands" mobile cafe outreach project	Connor	£84,146	€0	<b>£33,000</b>	€36,630	£0	€0	
OI-6	<b>Christ Church Londonderry, Culmore, Muff and St Peter</b> Walled City Passion - theatre performances 23/24	Derry	£90,000	€0	<b>£20,000</b>	€22,200	<b>£10,000</b>	€11,100	
OI-7	<b>Board for Ministry with Children and Families</b> Training, support and co-ordination of parenting groups for for 10 parishes	na	£0	€7,000	£0	€7,000	£0	€0	
OI-8	<b>Holy Trinity Rathmines</b> Anglican Chaplaincy Team at Third Level - 2nd phase - University administration hub	Dublin	£0	€12,000	£0	€10,000	£0	€0	
OI-9	<b>Solas Project</b> After schools club for disadvantaged children	na	£0	€12,572	£0	€8,000	£0	€0	



Conversion rate Sterling to Euro		€1.11 / £1							Committee
Application Number	Applicant	Diocese	Amount Requested		Recommended Grant		Recommended Grant 2nd Year		Decision
OI-10	<b>The Gathering</b> Chrch Plant in deprived area , support for programme and equipment	Down	£21,600	€0	<b>£10,000</b>	€11,100	<b>£6,000</b>	€6,660	
OI-11	<b>Mallow</b> Rehanging of tower bells	Cork	£0	€20,000	£0	€0	£0	€0	
OI-12	<b>St Marks Church, Dundela</b> Hospitality facilities in the church focused on elderly, & those struggling with mental health issues, loneliness and social isolation.	Down	£10,000	€0	<b>£6,000</b>	€6,660	£0	€0	
OI-13	<b>Mallusk</b> Development of new church ministries, funding for necessary sound and display equipment	Connor	£6,226	€0	<b>£6,226</b>	€6,911	£0	€0	
OI-14	<b>Dublin Simon Community</b> Two new training programmes re Outreach's engagements with people sleeping rough	na	£0	€14,310	£0	€0	£0	€0	
OI-15	<b>St Paul &amp; St Barnabus COI</b> Providing new ministry and support for community, refugees and students,	Connor	£18,000	€0	<b>£10,000</b>	€11,100		€0	
OI-16	<b>St. Brendan's church, Sydenham</b> Summer programmes for low income families in an area of deprivation	Down	£5,698	€0	<b>£5,698</b>	€6,325	£0	€0	
OI-17	<b>Dunlavin Toy Library Initiative</b> Community Toy library for kids up to 6yrs old	meath	£0	€12,000	£0	€0	£0	€0	
OI-18	<b>Living Breath Productions CIC</b> Amazing Grace theatre production re the life of John Newton	na	£2,000	€0	£0	€0	£0	€0	

		Conversion rate Sterling to Euro	€1.11 / £1						Committee
Application Number	Applicant	Diocese	Amount Requested		Recommended Grant		Recommended Grant 2nd Year		Decision
OI- 19	<b>Ballynure &amp; Ballyeaston (Ballyclare)</b> Provide transport for those who cannot afford public transport to various ministry programmes	Connor	£12,000	€0	<b>£8,000</b>	€8,880	£0	€0	
OI- 20	<b>Christ Church Primacy</b> Enhance and grow ministries -Christian exploration, discipleship and marriage courses using new audiovisual equipment		£6,000	€0	<b>£4,000</b>	€4,440	£0	€0	
OI- 21	<b>Pepper Johns Memorial Community Centre</b> Men's Shed/outreach centre and ladies group - beside pepper johns centre	na	£16,350	€0	£0	€0	£0	€0	
OI- 22	<b>Diocese of Down and Dromore</b> Christian outreach support to families of refugees and asylum seekers	Down	£40,000	€0	<b>£10,000</b>	€11,100	<b>£5,000</b>	€5,550	
OI- 23	<b>St Saviour's Parish Church, Craigavon</b> Outreach to families with young children in the Drumgor area	Down	£20,000	€0	<b>£10,000</b>	€11,100	<b>£5,000</b>	€5,550	
OI- 24	<b>Another Chance c/o Glendermott Parish Church</b> Growing a Fresh Expression of Church in centre of village, support for resources and equipment		£10,000	€0	<b>£8,000</b>	€8,880	£0	€0	
OI- 25	<b>Willowfield Parish</b> Outreach initiatives for people struggling with the impact of the cost of living crisis - programme costs		£10,000	€0	<b>£8,000</b>	€8,880	£0	€0	
OI - 26	<b>Magheralin</b> Programmes for the elderly, the lonely and those with mental health issues in the community	Down	£12,000	€0	<b>£6,000</b>	€6,660	£0	€0	

		Conversion rate Sterling to Euro	€1.11 / £1						Committee Decision
Application Number	Applicant	Diocese	Amount Requested		Recommended Grant		Recommended Grant 2nd Year		
			€	£	€	£	€	£	
OI- 27	<b>Mother's Union</b> The Survivor Group providing a safe and supportive virtual space for survivors of domestic abuse	na	£7,391	€0	<b>£7,391</b>	€8,204	£0	€0	
OI- 28	<b>Lisburn Cathedral</b> Prayer garden in grounds of Cathedral	Connor	£15,000	€0	<b>£12,000</b>	€13,320	£0	€0	
OI- 29	<b>Moviddy</b> Toilet and water Facilities at Church to support services held	Cork Cloyne Ross	£0	€10,000	£0	€5,000	£0	€0	
<b>Christian Education</b>									
CE- 1	<b>Diocesan Council of Cork, Cloyne and Ross</b> To assist the Diocese and new training officer with programme start-up costs re further education in christian studies and ministerial education	Cork	£0	€24,000	£0	€10,000	£0	€6,000	
CE- 2	<b>Holy Trinity Woodburn, Carrickfergus</b> Two year I AM PROJECT course - creative workshops re areas of physical, mental, educational, financial & spiritual health	Connor	£73,000	€0		€0		€0	
CE- 3	<b>Crosslink</b> To help subsidise Crosslinks camps during the cost of living crisis		£1,500	€0	<b>£1,500</b>	€1,665	£0	€0	
CE- 4	<b>Summer Madness</b> To support the development of the new permanent site in Portglenone Cistercian Monastery for Summer Madness		£30,000	€0	<b>£30,000</b>	€33,300			
CE- 5	<b>Limerick Cathedral</b> Provision of area for childrens ministry within Cathedral	Limerick	£0	€74,910	£0	€30,000	£0	€0	
CE- 6	<b>CIYD</b> Young leaders in Ministry Fund project bursary fund		£0	€50,000		€20,000		€15,000	

		Conversion rate Sterling to Euro	€1.11 / £1						Committee Decision
Application Number	Applicant	Diocese	Amount Requested		Recommended Grant		Recommended Grant 2nd Year		
			€	£	€	£	€	£	
<b>Innovative Ministry in a Rural Context</b>									
IM-1	<b>Abbeystrewry</b> Fire safety and kitchen facilities for Church Hall	Cloyne	£0	€5,000	£0	€0	£0	€0	
IM-2	<b>Trillick</b> Community drop in café	Clogher	£0	€5,600	<b>£4,800</b>	€5,328	£0	€0	
IM-3	<b>Dunnalong Parish</b> Church Refurbishment - roof, walls, windows and doors	Derry	£50,000	€0	£0	€0	£0	€0	
IM-4	<b>Inch parish</b> Refurbishment of the Church's Glebe Cottage for Sunday School use and kitchen and toilet facilities for Church	Down	£31,360	€0	<b>£14,000</b>	€15,540	£0	€0	
IM-5	<b>Mullabrack</b> Internal redevelopment of the old school house for youth ministry, BB's GFS	Armagh	£33,500	€0		€0	£0	€0	
IM-17	<b>Ballybay</b> To replace all the windows and an outside door in parochial hall	Clogher	£0	€44,650	£0	€0	£0	€0	
IM-18	<b>Annagh Social Farm CIC</b> To provide a supported accessible living facility for those with a learning disability at Annagh House		£20,000	€0	£0	€0	£0	€0	

Application		Conversion rate Sterling to Euro	€1.11 / £1		Recommended Grant		Recommended Grant 2nd Year		Committee Decision	
Number	Applicant		Diocese	Amount Requested						
				£	€	€	£	€	£	
<b>Training - Lay &amp; Ordained</b>										
T-1	<b>House of Bishops</b> Annual support towards training and education in each diocese			£0	€40,000	£0	€40,000	£0	€0	
T-2	<b>Saint Catherine's Church, Dublin (CORE)</b> Youth workshops and coaching/mentoring sessions via innovista		na	£0	€5,075	£0	€5,075	£0	€0	
<b>Totals</b>				<b>£673,171</b>	<b>€357,117</b>	<b>£230,015</b>	<b>€400,392</b>	<b>£31,000</b>	<b>€55,410</b>	<b>£0</b>
<b>Total recommended grants, 1st and 2nd year</b>								<b>€455,802</b>		

STANDING COMMITTEE 2023

APPENDIX L  
PRIORITIES FUND

<b>INCOME AND EXPENDITURE ACCOUNT</b>		<b>Year ended 31 December 2022</b>	
		2022	2021
		€	€
<b>INCOME</b>			
Contributions	1	390,146	507,183
Investment Income		30,026	30,392
Income from Sale of Investments		-	100,000
Individual Contributions		245	199
Bequest Income		61,995	-
		<u>482,412</u>	<u>637,774</u>
<b>EXPENDITURE</b>			
Administration Expenses	2	(26,062)	(20,369)
<b>Operating Surplus for the Year</b>		<u>456,350</u>	<u>617,405</u>
<b>ALLOCATIONS &amp; GRANTS</b>			
Allocations & Grants Distributed	3	(414,262)	(462,908)
<b>Surplus after Allocations &amp; Grants</b>		<u>42,088</u>	<u>154,497</u>
Valuation Movement		(136,225)	98,107
Currency translation adjustment		(5,868)	1,108
<b>Net Surplus/(Deficit) for the year</b>		<u><u>(100,005)</u></u>	<u><u>253,712</u></u>

STANDING COMMITTEE 2023

**STANDING COMMITTEE**

**PRIORITIES FUND**

<b>BALANCE SHEET</b>		<b>Year ended 31 December 2022</b>	
		2022 €	2021 €
<b>INVESTMENTS</b>			
Investments held by the RCB	5	1,054,228	1,190,452
		<hr/>	<hr/>
<b>CURRENT ASSETS</b>			
Cash held with the RCB	6	337,591	237,749
Debtors	7	1,668	65,291
		<hr/>	<hr/>
		339,259	303,040
		<hr/>	<hr/>
Net Assets		<u>1,393,487</u>	<u>1,493,492</u>
<b>FUNDS EMPLOYED</b>			
Balance at 1 January		1,493,492	1,239,780
(Deficit) Surplus for the year		(100,005)	253,712
		<hr/>	<hr/>
Balance as at 31 December		<u>1,393,487</u>	<u>1,493,492</u>
		<hr/>	<hr/>

STANDING COMMITTEE 2023

**Notes to the Financial Statements**

	2022	2021
	€	€
1. Contributions		
	390,146	507,183
	<u>          </u>	<u>          </u>

An amount of €1,668 is included in the 2022 contributions and relates to diocesan contributions which will be received in 2023.

	2021	2021
	€	€
2. Administration Expenses		
	20,000	20,000
Salaries & PRSI	4,246	-
Stationary, Printing	1,816	369
Miscellaneous & Transfers		
	<u>26,062</u>	<u>20,369</u>
	<u>          </u>	<u>          </u>

	2022	2021
	€	€
3. Grants & Loans		
	41,529	47,830
Ministry	452	1,426
Retirement Benefits	51,296	44,426
Education	287,663	303,094
Outreach Initiatives	33,322	66,132
Innovative Ministry		
	<u>414,262</u>	<u>462,908</u>
	<u>          </u>	<u>          </u>

4. Capital Commitments

As at 31<sup>st</sup> December 2022 the Priorities Fund had committed grants of €335,326 for Jan 2023 – March 2026. These grants have not been provided for in the Financial Statements.

5. Invested assets are shown at market value at both 31 December 2020 and 31 December 2022.

	2022	2021
	€	€
6. Cash on deposit held by the RCB		
	337,591	237,749
	<u>          </u>	<u>          </u>

This represents cash held on behalf of The Church of Ireland Priorities Fund by the RCB



STANDING COMMITTEE 2023

in pooled bank accounts.

	2022	2021
7. Debtors	€	€
Contributions Accrued	1,668	65,291
	<u>          </u>	<u>          </u>

8. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2022, €1 = £0.8853 (2021: €1 = £0. 8413).
9. An accountants' report has not been provided for these Financial Statements as the cash balance of €337,591 and Investment balance of €1,054,228 is included within the scope of the Representative Church Body's audit.
10. The Priorities Fund is not the beneficial owner of any tangible fixed assets, and thus no depreciation charge arises in the current or previous financial year.

## APPENDIX M

### THIRD LEVEL CHAPLAINCY REVIEW GROUP

#### Membership

Mr Michael Johnston (Chair)  
Ven Barry Forde  
Rt Rev Andrew Forster  
Rev Robert Jones  
Rev Canon Alan Marley  
Rev Dr Christine O’Dowd-Smyth  
Very Rev Lynda Peilow  
Mr David Ritchie (*ex officio*)  
Ms Rebekah Fozzard (*ex officio*)

A project team has been working with key stakeholders over the past two years to identify the strengths, challenges and opportunities for third level chaplaincy across the island of Ireland. One area of priority for the team was to gain an understanding of the financial model currently used to support third level chaplaincy across the Church and consider options for a transparent, strategic funding model. Whilst exploring this, it has also become clear that third level chaplaincy does not appear to have a consolidated voice within the dialogue of the Church. It is not clearly identified as an office within the Church, and third level chaplains are often not licensed or commissioned as fully recognised members of the clergy. This has emerged as an issue, particularly in terms of the development, growth and transformational opportunities third level chaplaincy could provide.

Some of the work undertaken by the team includes:

- A high-level financial analysis of current funding structure of third level Chaplaincy across the Church of Ireland;
- The design, distribution and analysis of a survey completed by Diocesan Secretaries and third level chaplains. The purpose of this was to get an ‘on the ground’ understanding of third level chaplaincy across the Church, to identify challenges and opportunities, and to understand levels of need and interest in developing third level chaplaincy;
- Held a plenary session with over 25 interested parties to explore the findings from the survey and contribute towards a structure for a strategic plan to embed chaplaincy into the heart of the third level sector in a manner that includes chaplaincy (personnel) development, financial oversight, governance, and, importantly, mission and meeting the spiritual needs of students and staff;
- Presented papers to the House of Bishops, the Representative Body, and Standing Committee to get feedback and direction for next steps.

Building on the work to date, it was agreed that a formal working group be established to draw up a comprehensive plan for future provision of third level chaplaincy and a structure for its management. The third level chaplaincy review group was established in January

#### Standing Committee – Report 2023

2023. The working group is chaired by Michael Johnston, chairperson of the Stipends Committee. Members include a member of the House of Bishops, two members of Standing Committee, one member of the Representative Body, two University chaplains and the Chief Officer. The group is supported by the RCB Project Manager.

In 2023, the working group aims to develop recommendations to develop, deliver and support innovative third-level chaplaincy across the island in a transparent, collective manner. The project will propose ways that third-level chaplaincy be fully embedded into the fabric of the Church and report back to the House of Bishops, the Representative Body and Standing Committee.

**APPENDIX N**  
**CHURCH OF IRELAND SAFEGUARDING BOARD GENERAL SYNOD**  
**REPORT 2023**



Mr Robert Dunne  
Safeguarding Officer (ROI)



Ms Gillian Taylor  
Safeguarding Officer (NI)

**“All adults and children have a fundamental right to be respected, nurtured, cared for and protected from harm or the risk of harm.” (Church of Ireland Safeguarding Policies)**

**Members of the Board**

- The Archbishop of Armagh, The Most Rev John McDowell
- The Archbishop of Dublin, The Most Rev Dr Michael GStA Jackson
- A Clerical Hon Sec of General Synod, Canon Gillian Wharton
- Representatives of clergy from NI, The Right Rev Ian Ellis and Rev Dr Christopher St John
- Representatives of clergy from RI, Ven Ruth Elmes and Rev Eugene Griffin.
- Chief Officer, Mr David Ritchie
- Independent member Mr Paul Stephenson Child Protection in sport officer at NSPCC and Ms Shirley Scott, Policy Manager with the Rape Crisis Centre
- The Safeguarding Board membership includes representatives of each province appointed by the Archbishops and independent experts in safeguarding from outside of the Church of Ireland. In 2022 Ms Shirley Scott, Policy Manager with the Rape Crises Centre and Rev Eugene Griffin were nominated to the Board. Rev Griffin replaces Canon Isaac Delamere who finished his term this year. Barbara McDermott- Director for Safeguarding for the Roman Catholic Diocese of Down and Connor and Chair of the Northern Ireland Safeguarding Boards Interfaith subgroup stepped down from the board following her retirement.

**Executive Summary**

- The Standing Committee and The Representative Church Body approved the Terms of Reference for the Safeguarding Board as given below.

## Standing Committee – Report 2023

- Vetting for parishes, dioceses and Church of Ireland schools.
- Case management advice and support has been provided.
- The Board continues to give detailed consideration and review of existing policy and practice and to develop implementation of safeguarding policy and practice in line with understood best practice.
- Central safeguarding training is provided regularly online and face to face as appropriate.
- Communications are supported through regular meetings with diocesan support teams and diocesan safeguarding representatives as required. The Safeguarding website is another key communication tool.

### **Safeguarding Republic of Ireland and Northern Ireland**

Work began in 2021 to review the two-child safeguarding policies with a view to amalgamating them where possible and simplifying things particularly for the cross-border dioceses. This very detailed and comprehensive task continued in 2022 and has reached a significant milestone in that following consideration by safeguarding representatives from across the Church, it will be reviewed by safeguarding policy makers in the ROI and NI.

Vetting liaison staff continue to provide a quick and effective service to volunteers and staff who require vetting. This crucial function is key in the protection of children and vulnerable adults.

The Safeguarding Officers have worked with a number of dioceses advising on cases and providing training to panels in child and adult safeguarding and in supporting the improvement of compliance practices and procedures.

The development of policies and practise has been a key focus in 2022. A significant area of work in 2022 has been the development of case management protocols and practice to bring a more cohesive and systematic response to safeguarding concerns. A key hope in this is to be more responsive to the needs of victims and survivors while also protecting the rights of respondents. This area of work will be developed further in 2023.

Connections and links with other organisations continue to be an important aspect of the work. Both safeguarding officers represented the Church of Ireland in a number of external, national and international fora and plan to continue this work in 2023.

### **Priorities, Resourcing and Training**

Identified priorities for 2023 included:

- a) Continuing support of diocesan safeguarding through advice, training, communications, reviews, and casework.
- b) Providing expertise in case-management support and direct case-management where necessary. Please note that the Board do not generally deal with individual cases other than to review general learning from them that has broader policy and practice implications.

## Standing Committee – Report 2023

- c) Further development and implementation of policy and practice to ensure that the Church responds consistently and compassionately to victims and survivors of abuse and that this is accompanied by appropriate support.
- d) Concluding the amalgamation of the Child Safeguarding Policies and developing training that reflects the new policy and supports its rollout and implementation.
- e) Developing and delivering training in Pastoral Visiting Principles.
- f) Continuing to develop responses and partnership links in areas that are relevant to safeguarding such as domestic abuse and mental health.
- g) Representation of the Church of Ireland on external bodies such as the Anglican Communion Safe Church Commission, the Safeguarding Board for Northern Ireland and the National Safeguarding Advisory Committee.

*All information regarding Safeguarding in the Church of Ireland can be found on <https://safeguarding.ireland.anglican.org/>*

Updated Terms of Reference

### **Church of Ireland Safeguarding Board - Terms of Reference:**

#### **Overall Statement**

The Church of Ireland Safeguarding Board (“the Board”) exists to develop and approve safeguarding policy, to monitor implementation and to report to Standing Committee and the Representative Body as appropriate.

All policies will be in compliance with Irish and UK law as appropriate and will be informed by best practice.

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 policies and processes.

The Safeguarding Board will submit an annual report for inclusion in the Church of Ireland General Synod Book of Reports.

#### **Functions of the Board**

The Board:

- Will review and agree changes to the policies on an annual basis (in June).
- Will develop a 3-year strategic plan with input from relevant external professional bodies and will monitor progress at least annually.

## Standing Committee – Report 2023

- Will review child and adult safeguarding policies every three years with input from external professional bodies as required.

The Safeguarding Officers will attend and will report to the Safeguarding Board at each meeting. The reports of the Safeguarding Officers will address:

- Policy – changes in legislation, recommended changes to policies
- Training – content, delivered, issues arising
- Compliance – reporting on audits and issues arising from cases
- Operations – Active case numbers and vetting report
- Issues – this is an opportunity to report any issue(s) not covered above

### **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 four people.

The quorum for meetings will be 6 members of the Board to include at least one independent member.

### **Meetings**

The Board will meet at least three times per year.

The Board will meet in January annually to prepare its Annual Report to General Synod, and as often as it determines thereafter.

Dates of meetings for the year will be agreed at the first meeting of the year. Should a matter of urgency arise the Chairperson may convene a special meeting through the Secretary.

### **Reporting**

The Chairperson of the Safeguarding Board shall be responsible for direct liaison with the Chief Officer and the Secretary of the Board following Safeguarding Board meetings, including circulation of minutes, agendas and reports. The Standing Committee of the General Synod or the Representative Church Body may ask the Safeguarding Board to convene to discuss any Safeguarding issue upon which it requires further advice.

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**Evaluation of terms of reference**

The Safeguarding Board's terms of reference will be reviewed annually. Any amendments to these Terms of Reference will be submitted to Standing Committee for approval.



## APPENDIX O

STANDING COMMITTEE  
INCOME AND EXPENDITURE ACCOUNT

	Notes	2022 €	2021 €
<b>INCOME</b>			
Representative Church Body	1	624,610	603,860
Royalties Fund Income		40,185	51,064
Grants/Contributions		5,100	5,100
		<u>669,895</u>	<u>660,024</u>
<b>EXPENSES</b>			
Services provided by RCB	3	321,601	331,552
General Synod Expenses	4	43,717	1,157
Miscellaneous Expenses	5	28,414	18,741
Deposit Interest	2	-	268
		<u>393,732</u>	<u>351,718</u>
<b>OPERATING SURPLUS FOR THE YEAR</b>		<u>276,163</u>	<u>308,306</u>
<b>ALLOCATIONS AND GRANTS</b>			
Allocations to Ecumenical and Anglican Organisations	6	124,817	114,771
Allocations to Church related Organisations	7	163,579	185,244
		<u>288,396</u>	<u>300,015</u>
(Deficit)/Surplus for year		<u>(12,233)</u>	<u>8,291</u>

**STANDING COMMITTEE**

<b>FUND ACCOUNT</b>		<b>Year ended 31 December</b>	
		<b>2022</b>	<b>2021</b>
		<b>€</b>	<b>€</b>
<b>CURRENT ASSETS</b>			
Cash on deposit held by RCB	8	289,599	315,088
Net Assets		<u>289,599</u>	<u>315,088</u>
 <b>FUNDS EMPLOYED</b>			
Balance at 1 January		315,088	303,811
(Deficit)/Surplus for the year		(12,233)	8,291
Currency translation adjustment		(4,965)	2,986
Transfer to Children's & Family Ministry		(8,291)	-
Balance as at 31 December		<u>289,599</u>	<u>315,088</u>

**Notes to the Accounts**

## 1. Income from Representative Church Body

	2022	2021
	€	€
Representative Church Body allocation	750,838	732,869
Refund unexpended allocation	(126,228)	(129,009)
Total income from RCB	<u>624,610</u>	<u>603,860</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

	2022	2021
	€	€
Royalties Fund	-	(268)
	<u>-</u>	<u>(268)</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

	2022	2021
	€	€
Venue and Facilities	43,717	1,157
	<u>43,717</u>	<u>1,157</u>

## 5. Miscellaneous Expenses

	2022	2021
	€	€
Publications & Printing	7,557	-
Honorary Secretaries' expenses	10,694	12,428
Children's Ministry	-	1,519
Porvoo Expenses	1,715	-
COI Church & Society CO	1,789	-
Council for Mission	4,469	322
Commission on Ministry	678	1,298
Subscriptions	212	3,174
Histographer	1,300	-
	<u>28,414</u>	<u>18,741</u>

STANDING COMMITTEE 2023

6. Ecumenical and Anglican Organisations	2022	2021
	€	€
Anglican Consultative Council	55,215	58,103
Churches Together in Britain and Ireland	11,296	11,886
Irish Council of Churches	25,038	21,078
Irish School of Ecumenics	-	2,000
Irish Inter-Church Meeting	12,911	10,382
World Council of Churches	12,359	4,593
Conference of European Churches	5,180	5,060
Delegates' expenses (travel/conferences)	2,818	1,669
	<u>124,817</u>	<u>114,771</u>
	<u><u>124,817</u></u>	<u><u>114,771</u></u>
7. Allocations to Church related Organisations	2022	2021
	€	€
Central Communications Board	93,798	104,348
Grants paid to General Church Organisations	5,000	5,000
Grants paid to Support Allocations	11,000	11,000
Church of Ireland Marriage Council	6,244	2,890
Royalties Fund Expenditure	47,537	62,006
	<u>163,579</u>	<u>185,244</u>
	<u><u>163,579</u></u>	<u><u>185,244</u></u>
8. Cash on Short Term Deposit	2022	2021
	€	€
Royalties Fund	157,536	165,231
Hymnal Revision	1,455	1,531
Other Account Balances	130,608	148,326
	<u>289,599</u>	<u>315,088</u>
	<u><u>289,599</u></u>	<u><u>315,088</u></u>

This represents cash held on behalf of Standing Committee by the RCB in pooled bank accounts.

9. Foreign currency transactions have been translated to Euro at the rate of exchange ruling on 31 December 2022, €1 = £0.8853 (2021: €1 = £0.8413).
10. An accountants report has not been provided for these financial statements, as the balance of €289,599 is included within the scope of the Representative Church Body's audit.

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**FINANCIAL STATEMENTS**

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**CHURCH OF IRELAND GENERAL PURPOSES FUND**

**For the Year Ended**

**31 December 2022**

**THE GENERAL PURPOSES FUND****31 December 2022****INCOME AND EXPENDITURE ACCOUNT**

	2022	2021
	€	€
<b>INCOME</b>		
Investment Income	1,153	1,105
	<u>1,153</u>	<u>1,105</u>
<b>EXPENDITURE</b>		
Registrar's fees	-	63
	<u>-</u>	<u>63</u>
<b>OPERATING SURPLUS FOR THE YEAR</b>	<b>1,153</b>	<b>1,042</b>
Balance at 1 January 2021	52,038	43,997
Currency translation adjustment	(7)	5
Unrealised Gains on Revaluation	(5,157)	6,994
Balance at 31 December	<u>48,027</u>	<u>52,038</u>
<b>FUNDS EMPLOYED</b>		
Investments	44,729	37,731
Cash held with the RCB	7,309	6,266
	<u>452,038</u>	<u>43,997</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31<sup>st</sup> December 2022, €1 = £0.8853 (2020: €1 = £0.8413)

## APPENDIX O

### WORKING GROUP CONCERNING A CO-ORDINATED RESPONSE BY THE CHURCH TO HISTORIC INSTITUTIONAL ABUSE

#### Members

Archbishop of Armagh  
Archbishop of Dublin  
Mr Henry Algeo  
Mr Ken Gibson  
Mr Lyndon MacCann  
Mr David Ritchie  
Rev Canon Gillian Wharton

#### In attendance:

Very Revd Shane Forster, Executive Chaplain  
Mrs Janet Maxwell

The Working Group met in December 2022 to receive updates on matters relating to the various inquiries into the operation of historic mother and baby homes and adoptions on the island of Ireland.

The Working Group noted with sadness the death of Mr Derek Leinster, a former resident of the Bethany Home in Dublin. Mr Leinster had been tireless and articulate in representing the views of the small group of former residents over a long number of years. The Archbishop of Dublin had put in place a pastoral response to this group, providing assistance for an annual service of remembrance in Mount Jerome Cemetery each June, where Derek had been instrumental in erecting a memorial to children who had died in the home, some of whom had been born, like Derek, to mothers from a Church of Ireland background.

In February 2022, some members of the Working Group met with Minister Roderic O’Gorman, following the Minister’s publication of an Irish State-led response to former residents of mother and baby homes. The Church of Ireland was not the owner of any of the homes included in the inquiry, but some of these had either adopted a Church of Ireland ethos or a pan-Protestant ethos. The Minister said he would also be engaging with other Protestant denominations, in relation to mother and baby homes. During the autumn, the Minister made a speech in the Dáil, in which he explained that the State’s response to this group of people includes elements of financial redress, memorialisation, provision of services to facilitate access to records and other initiatives. During the meeting in February, the Minister had expressed his hope that the Church of Ireland might contribute to the scheme. The Working Group has expressed the willingness of the Church to support the Minister’s efforts in respect of access to any material records – mostly, this would mean



## Standing Committee – Report 2023

assisting the adoption tracing by locating references in parish registers to help re-construct family histories. Additionally, the Working Group expressed interest in participating in initiatives around memorialisation of homes that operated under a Protestant ethos, along with other Protestant denominations.

In the latter part of the year, Family Routes, the independent adoption and adoption tracing agency which was formerly the Board of Social Responsibility and the Church of Ireland Adoption Society, conducted a second independent review of an additional 60 adoption files covering the period 195—2000, bringing the number surveyed to 20% of the total number of files. This study was reported to the Working Group in December 2022 by Ms Lynda Wilson, Acting CEO of the agency, who was formerly head of Barnardo's in NI for 32 years. Ms Wilson Reported that the study confirmed findings of the first study. As with the previous survey, there were no cross-border adoptions found in the sample group.

According to Ms Wilson, it also demonstrated that, in most cases, the decision on the future of the baby - most often that the child would be adopted – had usually been taken before the birth mother entered the mother and baby home. Files showed that this decision involved family and others including the family GP, with differing levels of engagement from the birth mother. In later decades, as more social welfare provision became available, the files contain evidence of mothers receiving counselling once they had engaged with a mother and baby home or with the Church of Ireland Adoption Society, regarding other options and supports that would facilitate keeping mother and baby together.

During the year, there was considerable focus on access to personal records with the Preservation of Documents (Historic Institutions) Act (Northern Ireland) 2022 being passed to ensure that records are carefully preserved. In response to correspondence received from the Department of Health NI, the Working Group has prepared a response in respect of minute books relating to the Church of Ireland Rescue League and Church of Ireland Moral Welfare Association (Northern Dioceses), which contain pertinent references to Kennedy House, Hopedene Hostel and the Church of Ireland Adoption Society. Following an enquiry from the Working Group, the Department of Health is addressing the need for a cross-border protocol to facilitate the sharing of documents located across the two jurisdictions on the island. The minute books are currently being looked after in the RCB Library in Dublin and the Working Group thanks the Archivist, Dr Susan Hood, for her assistance in creating a digital copy of these materials.

Ms Wilson was also able to update the Working Group on work undertaken in Northern Ireland around access to personal records. Family Routes provides adoption tracing services in Northern Ireland. The organisation acts as the data controller of personal records from Kennedy House, Hopedene Hostel and the Church of Ireland Adoption Society. Ms Wilson is a member of a Panel set up by the Department of Health comprising experts and experts by experience, this latter group being mainly adoptees and birth mothers to give advice on access to records. Considerable work has been done, but issues around GDPR are being given further consideration before the Department generates proposals. The

## Standing Committee – Report 2023

position of Family Routes is that it has always tried to give as much access to records as has been permitted legally. Even small details from records can convey great meaning to those concerned. Consequently, its adoption tracing service will try to fill out as much of an adoptee's personal story as possible, connecting events and referring to any relevant records that may help in this way. The records held by Family Routes (some 600 adoption files and over 2000 records in record books) are considered personal information. The records are in good order. Family Routes is currently working on various aspects of preparing and curating these records in accord with the requirements of the new legislation.

The Working Group also noted a PSNI update in December relating to the police investigation into matters around mother and baby homes operating in Northern Ireland. The report stated that some 80 complaints have been received by the PSNI, all of which are complaints about adoptions. The Working Group feels that this highlights the importance of the studies of adoption files undertaken by Family Routes and that the reports produced offer important insights into the files pertaining to the Church of Ireland Adoption Society. The Working Group thanks Family Routes for undertaking this work, and congratulates the researchers on the level of detail attained and the insightful nature of the reports produced.

The NI Executive Office has indicated that a Public Inquiry will be launched in due course in Northern Ireland, but progress towards this has been delayed by the absence of an Executive at Stormont. The Public Inquiry will hear testimony and consider redress, but this will not take the form of having to prove harm, it has been suggested. The Executive Office has said that the Public Inquiry will require legislative powers which have yet to be completed.

## HISTORIOGRAPHER'S REPORT 2023

### HISTORIOGRAPHER'S REPORT

Covid 19 had an unprecedented impact on historical writing as scholars found so many of their sources inaccessible. This did not, however, prevent the preparation of at least two major works of importance for students of Church of Ireland history. 2023 saw the launching in Dublin and Armagh of Michael O'Neill's *An architectural history of the Church of Ireland* (Church of Ireland Publishing) which, in the author's words, is a study 'which attempts to use the documentary sources created by the Church of Ireland over several centuries to provide an outline of the architectural and artistic inheritance of the institution'.

Another aspect of the Church's history is promised for later in the year when Four Courts Press brings out *The Church of Ireland under the Stuarts* (ed. Patrick Little, an assistant editor of the History of Parliament Trust, London). The publishers say that the 'long eighteenth century was a time of enormous religious and political change in Ireland, but that there has never been a satisfactory study of the Church of Ireland throughout this turbulent period and that this book fills the gap. Alan Ford writes on Trinity College, Dublin, from its foundation to mid-seventeenth century, Mark Empey tackles 'Manuscripts, history and the Protestant community', Raymond Gillespie discusses an aspect of parochial life in Restoration Dublin and Kerry Houston gives an account of cathedral musicians in seventeenth-century Ireland. The breadth of interest in the Church's history is shown by the inclusion of contributors from Oxford (Toby Barnard), Liam O'Rourke (Trinity College, Dublin), Joan Redmond (King's College, London) John McClafferty (University College, Dublin), Joel Halcomb (University of East Anglia), Coleman Dennehy (Dundalk Institute of Technology) and Jessica Cunningham (an independent scholar).

The Established Church of Ireland inevitably occurs in Mary Ann Lyons & Brian Mac Cuarta SJ (eds.) *The Jesuit mission in Early Modern Ireland, 1560-1760* (Four Courts Press) as it does in Thomas J. Morrissey's *Irish Jesuits in penal times 1695-1811* (Messenger Publications).

Historians were aware that the latter years of the Decade of Centenaries, encompassing as they did the establishment of devolved government in Northern Ireland and the eruption of civil war in the Irish Free State posed problems, but those readers who sought guidance and comments on the events of those momentous years could find considerable help in the publication by the Historical Centenaries Working Group of its bibliographical guide *Divided states: Irish independence and its aftermath 1918-1923*. Many Church of Ireland families figure in Terence Dooley's *Burning the big house: the story of the Irish country house in a time of war and rebellion* (Yale).

#### HISTORIOGRAPHER'S REPORT 2023

In the local history sector, Canon David Crooks (whose work has been appreciatively noted by researchers on Irish religious censuses) has produced clerical, baptismal and burial lists for the parish of Cloncha (diocese of Raphoe).

On a more contemporary note, the latest volume of the Braemor Studies series has been produced. The author of Braemor Studies Vol 14 is Andrew Hay and the study is entitled *Discipling on Church Street*.

I am again grateful to the Representative Church Body Library for its assistance. Its online accession lists, like those of the Royal Irish Academy, are of enormous assistance, not least where local histories are concerned. The book reviews carried by *Search*, a *Church of Ireland Journal*, (Reviews Editor, Dr Raymond Refaussé), ensures coverage of books of historical interest.

Canon Dr Kenneth Milne

Board of Education – Report 2023

**General Synod Board of Education**

**Reports of RoI and NI Boards of Education**

**Republic of Ireland**

Executive Summary:

1. Personalia
2. Academic Achievements
3. Values, Role and Mission of the Church of Ireland in Education
  - a. Statistics on COI Schools
4. Second Level Schools Matters
  - a. SEC – Annual Report
  - b. Financial Issues
  - c. Principal Appointments
  - d. Council of Governors Report
  - e. Review of Child Protection Procedures – Boarding Schools
  - f. Comprehensive Schools
5. Ukrainian Humanitarian Crisis and Schools
6. New Legislation: Special Education Needs and Inclusion
7. *Follow Me* Religious Education Developments
8. Church of Ireland Centre, DCU – Update 2023
9. Small Schools Action Research Project - Primary

Appendix 1

Membership for Triennium 2022 – 2025

**1. Personalia**

Following the expiration of the triennium of the term of office of the Board in March 2022, a number of changes occurred within the membership of the Board. The Board wishes to thank those previous members, some of whom served on the Board for many years. In thanking and wishing former members well, the Board welcomed three new members to serve for the 2022-2025 term. The membership of the Board is set out in the Appendix to this report.

The Board congratulates the Rt Rev Michael Burrows on his election and translation to the See of Tuam, Limerick and Killaloe. Bishop Burrows will continue as a member of the Board as one of the two nominees to the Board from the House of Bishops. The Board also congratulates the Rt Rev Dr Ian Ellis on his election to the See of Clogher. Dr Ellis served as Secretary of the NI Board of Education for many years and will join the RI Board as the second nominee to the Board from the House of Bishops. Both episcopal nominees to the Board are patrons of primary schools in various parts of rural Ireland. The Board also congratulates the Rt Rev Adrian Wilkinson on his election and consecration as bishop for the United diocese of Cashel, Ferns and Ossory as he automatically becomes the patron of all Church of Ireland primary schools in that United diocese upon entering into his Office. Bishop Wilkinson will also serve on the Board of Governors of Kilkenny College, Kilkenny. The Board wishes the bishop well in his new ministry in the South East.

## Board of Education – Report 2023

The Board sent good wishes to Ms Norma Foley, TD, on the renewal of her appointment as Minister for Education, following the alternation of Government in December 2022. Members of General Synod will recall that the RI Board entered into a Service Level Agreement with the Catholic Primary School Management Association (CPSMA) which involves the CPSMA providing a range of supports and advisory services to primary schools under Church of Ireland patronage. In this regard, the Board is glad to advise that Ms Susan Carpenter, formerly on secondment from her post as principal of St Columba's Church of Ireland National School, Tullow, Co. Carlow to CPSMA, has accepted a full time post with CPSMA. Ms Carpenter supports both Church of Ireland schools and Catholic schools as part of this new role and will also assist the secretary in servicing the needs of the RI Board. The Church of Ireland portion of this role will be funded from funds received from the Department of Education towards direct supports to school Boards of Management.

### **2. Academic Achievements in 2022**

The Board was delighted to learn of the decision of Dublin City University (DCU) in November 2022 to award the degree of Doctor of Philosophy (Ph.D) (honoris causa) to Dr Kenneth Milne, former secretary of the Board and former principal of CICE, in recognition of his expertise and contribution to the fields of history, education and the Church of Ireland over many decades. The Board was represented at the awarding of the honorary doctorate by the Chairman, Archbishop Jackson, the Secretary and by the Rev Professor Anne Lodge who read the citation. The Board congratulates Dr Milne on receiving this prestigious award and also congratulates him on being installed as a (lay) canon of St Patrick's Cathedral, Armagh.

The Board congratulates Mrs Jacqui Wilkinson, lecturer in the CIC, DCU and who delivers the professional development course on 'Follow Me' to student teachers and teachers employed in Church of Ireland primary Schools, on being awarded a Ph.D. from the University of Leicester for a thesis entitled: 'The ethos of the Church of Ireland Primary School: The Student Voice'.

The Board congratulates the secretary who was awarded the degree of Master of Education (Management) from Trinity College, Dublin recently. Research conducted for the dissertation for the degree focused on exploring the relationship between the chairperson of the Board of Management and the school principal and should be of assistance to the Board in developing policy in that regard.

The Board also congratulated Dr Peter Hamill, secretary of the NI Board, who was also recently awarded an MA in Education (Leadership) from Wrexham Glyndwr University.

### **3. Role of the Church in Education - Why is the Church involved in the provision of Education?**

The Church of Ireland has been involved in the provision of education, at primary, secondary and tertiary level, for hundreds of years. There is no doubt that the amount of time, work, energy and commitment involved in providing and delivering education by Church of Ireland communities, and the Church of Ireland in general, is immense. It is also often the case however, that all of this work is carried on 'hidden in plain sight' and not given the recognition and value it deserves. Boards of Management in all our primary schools will conclude their current term of office in November 2023. All of those members give freely of their individual expertise and commit huge amounts of personal time to their

## Board of Education – Report 2023

school. In this year’s report to General Synod, the Board wishes to highlight how education has a fundamental role to play in the life and mission of the Church of Ireland, now and in the future.

One of the five marks of Mission of the Anglican Communion is ‘to teach’. It is not only that Anglican and faith-based schools have something deeper and distinctive to offer to the formation of the person and character of the child; but that the involvement of the church in education springs from the very core of the church as a community. Where there is a strong connection between the school and the parish, the latter can benefit greatly. This is seen time and again across the country. While there are many parishes that thrive without schools, it remains the case that having a primary school in a parish can be hugely enriching for parish life - in a variety of ways. Attending a school which operates in a faith-based context may also equip the child to understand that faith is fully experienced in community and nurtured with fellow Christians; rather than as an individual, egocentric, or, indeed, androcentric activity. The Board wishes to highlight to General Synod that the involvement of the church in education is inherent to the personality and character of the church as a community. It is also the case that many Church of Ireland primary schools are owned or vested in the Representative Church Body or the relevant Diocesan Board of Education.

### **3.a. Useful Statistics on COI Schools (as at 30<sup>th</sup> September 2021):**

#### Primary Level

At Primary level (ages 4 – 12) = 174 schools under the patronage of the local Church of Ireland bishop. There are a further 28 under the patronage of the Presbyterian Church in Ireland – mostly concentrated in the North West of the island.

A general statistical analysis shows that pupil enrolments in COI primary schools were consistent for the last ten years but have increased slightly in recent years.

Total enrolments for pupils in all Church of Ireland primary schools:

(girls = 7823; boys = 7984) = **15,807**

#### Post-Primary (secondary level)

At post-primary level (ages 12-17/18) there are 27 school which affiliate to or are under the patronage of the Church of Ireland or another Protestant denomination (1 Presbyterian; 1 Methodist; 1 Quaker (Friends)).

Of the 27 post-primary schools, 10 do not charge fees. 17 charge fees but parents may avail of a fees supplement through a state subvention scheme (the SEC – see separate report below).

Total enrolment of students in Church of Ireland or other Protestant affiliated Schools (at 30<sup>th</sup> September 2021) (girls = 7467; boys = 7137) = **14,613**

It is significant to highlight therefore that the involvement of the Church of Ireland in the field of primary and second level education alone will impact on the lives of **over 30,000 young people** at any one point in time.

### **4. Second level**

#### **4.a. Secondary Education Committee (SEC)**

The SEC continues to provide financial support to second level students who belong to any one of over sixty Protestant denominations, and currently recognised for grant purposes. In 2021/22 over €6.3 million in grant support was paid to approximately 1,600 recipients. The SEC grant is fully funded by the Department of Education. The membership of the

## Board of Education – Report 2023

SEC is ecumenical in nature and is based on the representatives of those Church of Ireland and Protestant denominations who hold the patronage of a second level school. The members are elected by the Church of Ireland, Methodist Church, Presbyterian Church in Ireland and the Religious Society of Friends (Quaker) respectively. The members of the Committee of the SEC are also directors of the SEC Clg [CRO 349370] and the SEC is a registered charity [CHY 6487].

For the Annual Report of the SEC please see: [www.secgrant.ie/sec-governance/](http://www.secgrant.ie/sec-governance/)

### **4.b. Funding Issues**

Members of General Synod will recall from the 2021 report of the Board, that, following various representations, an agreement was reached with the Department of Education and the Minister for Education regarding access to certain additional funding relating to the covid 19 pandemic for second level schools that charge fees, on a “case by case” basis. This agreement resulted in schools receiving significant levels of funding to support the costs incurred as a result of the Covid 19 pandemic. The current ‘cost of living’ increases have also impacted on the financial capabilities of schools. Schools which charge fees are in a particularly difficult position as they are likely to have a fixed income while having no recourse to the usual sources of State funding (and have not been treated as in an analogous situation to schools in the ‘free scheme’ since 2009). The Board understands that the Department are continuing to take a ‘case by case’ approach to the availability of additional ‘cost of living’ funding to such schools and this matter is now being pursued by the JMB/ISA. The Board wishes to highlight the significant financial difficulties facing all schools currently, particularly with regard to increased energy costs.

### **4.c. Principal Appointments**

The Board notes a number of changes at principal level among second level Church of Ireland schools. We wish Ms Niamh McShane well in her new role as principal of Bandon Grammar School, Cork and wish Mr Ian Coombes a long and happy retirement after his many years’ service to Bandon Grammar. The Board extends best wishes to Ms McShanes’ successor at Wilson’s Hospital School, Multifarnham, Co. Westmeath, Mr Frank Milling. Congratulations to the new Head of Kilkenny College, Kilkenny, Ms Emma Raughter, who succeeds Mr Simon Thompson who in turn was appointed as Headmaster of the British School, Geneva, Switzerland.

### **4.d. Council of Governors**

In March 2022, the Minister for Education, Ms Norma Foley, TD. attended the AGM of the Council of Governors of Protestant second level schools. The Archbishop of Dublin and the secretary (ex-officio member of the Executive of the Council) represented the RI Board.

The Minister took the opportunity to acknowledge and thank the representatives of schools for the role Church of Ireland and Protestant schools play in modern Irish society. The Minister said that she was conscious that the schools represented by the Council of Governors had a long, honourable tradition of service to the Protestant community. “Some of your member schools have educated young people for literally hundreds of years [...] As a sector you have always and consistently been open to new ideas and to change. It is truly heartening to know that this vibrant tradition of excellence in education lives on in modern, dynamic schools all across the country. Schools that serve the



## Board of Education – Report 2023

Protestant tradition but which also reach out to others and indeed celebrate diversity.” Mr Leslie Ruttle, chairman of the Council, thanked the Minister for attending and addressing the AGM.

### **4.e. Review of Child Protection Procedures – Boarding**

The Minister for Education announced at the AGM of the Council of Governors of Protestant Schools that it was her intention to initiate a review of the child protection procedures in relation to the Boarding element of schools and specifically in relation to the role of the Inspectorate in ensuring appropriate oversight is in place. The Minister announced the establishment of a working group to action this issue and invited representatives of the Council to participate in the working group. This initiative was greatly welcomed by the boarding schools sector as an opportunity to further enhance the safety and wellbeing of children in their care.

### **4.f. Comprehensive Schools**

The Board notes that 2022 marked the fiftieth anniversary of the establishment of Mount Temple Comprehensive School, Dublin. The Comprehensive schools were a new initiative in education, providing a broad curriculum blending ‘academic’ and vocational subjects in a single school model. Most of the Comprehensive schools were the result of amalgamations and mergers of existing secondary schools. The Church of Ireland embraced the concept of the Comprehensive scheme, and five comprehensive schools were founded between 1971 and 1987. The Royal and Prior Comprehensive School, Raphoe, Donegal, came into existence in 1971 following the amalgamation of the Prior Endowed School, Lifford and the Royal School, Raphoe. Ashton Comprehensive School, Cork, Newpark Comprehensive, Dublin and Mount Temple Comprehensive, Dublin were established in 1972. Ashton was Comprehensive was founded following the merger of Cork Grammar School and Rochelle School, Cork. Newpark Comprehensive, Dublin was established following the amalgamation of Avoca and Kingstown Schools, Dublin. Mount Temple was established following the amalgamations of Bertrand and Rutland Schools and the Hibernian Marine School and Mountjoy School (with the Hibernian Marine School and Mountjoy School having amalgamated in 1968). East Glendalough Comprehensive School, Wicklow, was established as a wholly new school in 1987 and was the last Church of Ireland school to be established under the Comprehensive Schools Scheme. The new Comprehensive schools were funded and built by the State which, at the time, was not common practice in establishing schools. The Board wishes to congratulate all involved in the Comprehensive schools on the valuable role they have played in their local communities and in the Church of Ireland over the last fifty years and wishes them every success for the future.

## **5. Ukraine Humanitarian Crisis**

The Board has received briefings from the Department of Education since February 2022 in relation to the incursion into Ukraine by Russian forces and the subsequent humanitarian crisis which has resulted. The arrival of refugees from the war into Ireland has resulted in over 13,000 Ukrainian children being enrolled in Irish schools (primary and second level) since the war began. The Department of Education established ‘Regional Education and Language Teams’ (REALT) in response to the humanitarian crisis and these REALT teams have been leading the response and co-ordination at a local level with schools. While

figures for the number of Ukrainian refugees in Church of Ireland schools is unavailable, the Board is anecdotally aware that Church of Ireland schools have responded positively to the humanitarian situation and many of our schools, at both primary and second level, have been enriched in their diversity through the arrival of children from Ukraine. However, it has also been reported that children and their parents are deeply traumatised by their experience and that the process of resettlement in Ireland, the transient nature of the situation and the possibility that people can be moved again after settling into accommodation and a school traumatises children. The Board has raised these concerns with the Department of Education directly and the State has reiterated that it is very aware of the difficulties involved and has reassured the Board that they are consciously trying to make the experiences for all involved as positive as possible, given the limited available resources (particularly with regard to accommodation). We continue to pray for peace and reconciliation in Ukraine and among all humanity.

#### **6. New Legislation regarding Special Education Needs (SEN) and Inclusion**

New Legislation, the Education (Provision with Respect to Children with Special Educational Needs) Act 2022, was brought through the Oireachtas in June/July and commenced in September 2022. The new Act gives power to the State to direct that a school shall open SEN class (in mainstream school) if necessary and also provides a statutory basis for all mainstream schools to admit children with SEN's. The Board advised schools that admissions policies needed to be amended to reflect the change in legislation and guidance was subsequently issued to all schools in this regard.

#### **7. RE Follow Me Development**

A small working group consisting of Dr Jacqui Wilkinson, Ms Carolyn Good, Rev Prof Anne Lodge and Dr Ken Fennelly had been established prior to Covid tasked with considering the *Follow Me* Patrons' Programme taught in Church of Ireland National Schools. It re-convened in 2022 and made a number of recommendations. It proposed that the *Follow Me* books be digitised, that a new and updated resources be identified or created and that a new interactive website for the programme be developed. It also recommended that materials to support School Assemblies be developed and shared. A pilot project will be during Summer 2023 by Dr Wilkinson and Ms Good to investigate the work involved in digitisation of the programme, the creation of a new website and the location or development of the necessary resources both to support the RE programme and School Assemblies.

#### **8. CIC DCU**

The core work of the Church of Ireland Centre, DCU is concerned with the Bachelor of Education programme. The Centre delivers key components on the BEd to the Centre's students including the teaching of the RE Certificate in Teaching the *Follow Me* programme, delivering Religions, Ethics, Morals & Values modules, the Small Schools specialism and additional supports in Irish. Students on the CIC B.Ed pathway undertake the majority of their placements in schools under Church of Ireland and other reformed Christian patronage. The Centre also supports programmes for post-primary religion teachers and chaplains.

## Board of Education – Report 2023

Sixteen teachers completed the RE Cert course (Follow Me) in 2022. The course was a combination of afternoon/evening online sessions and attendance at three webinars. The course is again planned to run in 2023. Three webinars for schools were also held in 2022 on the themes of digital resources for supporting the teaching of RE, questions in RE and school assemblies. Webinars are also planned for 2023.

The Centre was delighted to welcome the original chapel furniture, commissioned in 1934 for the Chapel in the Church of Ireland Training College in Kildare Place, to the Chapel in the All Hallows' Campus. The furniture was dedicated in November 2022 and is now in use for Anglican services with CIC students and others in the DCU community.

The Centre reviews all applicants for the Centre's B.Ed pathway to check eligibility for entry in line with the requirements of the derogation to the Employment Equality Act. The Centre produces information for post-primary schools and deals with many enquiries about the pathway. In September 2022, a new cohort of 30 students commenced 1<sup>st</sup> year of the B.Ed programme with the Centre. These students come from all around the Republic of Ireland. The Church of Ireland Centre, DCU, liaises with primary schools under Church of Ireland and other reformed Christian patronage through school placement for its students, as well as the provision of supports, participation in research and sharing of a biannual Newsletter.

In April 2022, Dr Ida Milne launched a book edited by the CIC Director, the Rev Prof Anne Lodge, entitled *Living Faith Living History*. The book is a compilation of material produced by children in ten primary schools under the patronage of Archbishop Michael Jackson documenting the stories of their parish, past and present. This publication also formed the basis of a contribution by Prof Lodge and Archbishop Jackson to the Annual Conference of the Educational Studies Association of Ireland with a paper entitled: '*Re-establishing community active links: an initial evaluation of the Living Faith Living History project from teacher education and patron perspectives* Marino Institute, Dublin.

The Centre continued its partnership with IPPN in 2022 running an online webinar on leadership in small schools with guest inputs from Dr Ciara O'Donnell and Prof. Patricia Mannix-McNamara to launch the *Leading From the Middle* podcasts, made by principals of small primary schools around Ireland. The majority of the contributors lead Church of Ireland schools. The webinar was very well attended and is now available to watch on YouTube where you can also view each of the small school principals' podcasts: [https://www.youtube.com/watch?v=L3G5sLnCE6A&list=PLbtKxPWD1y1loGVbIjDn92N\\_j4AY1rcz](https://www.youtube.com/watch?v=L3G5sLnCE6A&list=PLbtKxPWD1y1loGVbIjDn92N_j4AY1rcz).

The Centre has developed a partnership with the Dublin City Interfaith Forum through the *Interfaith Interpretations Podcast Project* to produce interfaith resources for student-teachers, primary and post-primary schools, education policy-makers and others. The first set of podcasts have addressed shared ethical questions concerning poverty, slavery and human trafficking, racism and inter-religious conflict. These were launched in the Chester Beatty Library on 28<sup>th</sup> September 2022. The podcasts are free to download: <https://www.dcif.ie/copy-of-thought-leadership>.

### **9. Small Schools Action Research Project**

In 2021, the Minister for Education launched an Action Research Project aimed at seeking to identify ways in which school administration and curriculum delivery might be done in more efficient ways if schools clustered together. Five clusters were created during 2022 and one of these clusters were among four Church of Ireland schools in Donegal (Diocese of Raphoe). The project is into its second year and has already shown that systems and practices can result in greater efficiencies when done on a collective basis among a cluster of schools. It is hoped that the outcomes from the project will inform wider policy making and have broader implications. The Board wishes to thank the Irish Primary Principals Network (IPPN) for supporting the involvement of the cluster of Church of Ireland schools involved in the project.

### **Board of Education NI - General Synod Report 2023**

#### **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.

#### **Report**

##### **1. Current Issues**

The Board of Education (NI) support the TRC in their pursuit of a revision to the Religious Education curriculum in Northern Ireland. The Board of Education (NI) endorse the position that Collective Worship is a Christian act and is vital in the retention of a Christian ethos in all Controlled and Church of Ireland schools.

The Board of Education (NI) is concerned with the direction of travel of an imposed Relationship and Sex Education (RSE) curriculum for all schools in Northern Ireland. The Board of Education (NI) is supportive of the current

## Board of Education – Report 2023

arrangements of a minimum curriculum with options for schools to ensure that RSE is taught within the ethos of the school.

The Board of Education (NI) wishes to commend the resilience of all pupils and their parents / guardian for coming through and emerging from the post-covid pandemic these difficult times. The Board of Education (NI) thanks all principals, teachers, staff, and governors for their work in keeping learning going both in schools and at home over this time.

The Board of Education (NI) has produced a guide to all clergy regarding their relationship with their local schools.

### **2. Education Authority (EA)**

The Revd. Amanda Adams and Miss Frances Boyd continue to serve as representatives on the Board of the Education Authority (EA), the Revd. Adams since its formation in 2015 and Miss Boyd since April 2020. The direct involvement of the Church of Ireland in the work of the Education Authority is a practical expression of the church's concern for the moral, social, intellectual, physical, and mental development of the next generation.

Established under the Education Act (NI) in 2014, the EA is a non- departmental public body, sponsored by the Department of Education, and as such is responsible to DE for ensuring that efficient and effective primary and secondary education services are available to meet the needs of children and young people. It is the employing authority for all staff in Controlled Schools and for non-teaching staff in Catholic Maintained schools and has subsequently become the funding authority for voluntary grammar and grant maintained integrated schools. Since its inception, EA has also been tasked with encouraging, facilitating and promoting Irish Medium education, shared education and the community use of premises.

In the past year, EA has continued its journey of improvement. Driving forward the transformation of Northern Ireland's Special Educational Needs and Disability (SEND) services has been a central focus of this improvement work and while progress has been made, there is still much more to be done. To date, significant funding from DE has allowed the SEND Strategic Development Programme to begin to bring together in a strategic and holistic way, the many complex strands of this work so that all children and young people can access the high-quality support, services and learning experiences that they deserve. The launch during the year of the region's first Special Education Strategic Area Plan was very significant in that the plan specifically focuses on creating a special education system for the future that can offer all pupils, whether in Special Schools or in Specialist Units in Mainstream Schools, the opportunity to achieve their full potential by having the best educational experiences and pathways to meet their individual needs.

## Board of Education – Report 2023

During 2022 the EA engaged with two major reviews, namely the Landscape Review of the EA and the wider Independent Review of Education. The recommendations made in the Landscape Review together with the ongoing Transformation Programme present a clear opportunity for the EA, together with DE and the wider system to collectively refocus and enhance how they support and deliver the best outcomes for our children and young people and better meet the needs of schools, parents, and other stakeholders. However, significant continued investment will be needed.

As part of the Transformation Programme, in addition to improvements to SEND services, a Corporate Governance Strategy and EA People plan, informed by EA staff and stakeholder consultations, have been developed and implemented. Significant work has also commenced on the 10-year Education Information Solutions (EDiS) Programme which, through the use of digital technologies, will completely transform the educational landscape in Northern Ireland.

Unfortunately, the biggest challenge currently facing the EA and the wider education system is the financial position. While the EA and schools have, year on year managed to ensure a financial breakeven position, this has been achieved mainly through major cost savings and in year allocations of funds to address SEND demand pressures. Given the unprecedented financial pressures facing all public services it is extremely unlikely that current levels of service and support will be sustainable. Lack of funding also jeopardises essential Transformation Programme work without which, improvement in educational services and support will be impossible.

During the coming year the EA will facilitate the reconstitution of Boards of Governors in all schools. The importance of having all Transferor posts filled in Controlled schools cannot be overestimated as this will ensure that the church can continue to work for the benefit of children and young people in local communities to help them to discover and fulfil their God given potential.

### **3. Transferor Representatives' Council (TRC)**

TRC has held meetings with a range of key stakeholders in the education sector including the Minister for Education, Permanent Secretary for Department of Education, the Education Authority, Stranmillis College, Controlled Schools Support Council (CSSC), 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 continues its role at all levels of Area Planning including: the Department of Education Area Planning Strategic Group (APSG); the Area Planning Working Group (APWG); and the Area Planning Local Groups (APLG). Dr Hamill is the TRC representative on APSG and APWG and Mr Ray Gilbert is the TRC representative on the Southwest and North APLGs which includes the Church of Ireland schools.

## Board of Education – Report 2023

The TRC has been working with representatives from the Catholic Church to agree the conditions required for creating Jointly Managed Church Schools. The working group have agreed on an ethos document, a guide to creating such a school and minimum conditions for consideration of such a school. The Board fully supports this work and hopes to see a Jointly Managed School come to fruition in the near future.

The TRC will be supporting all church nominators of Transferor Governors through the process of reconstitution in the coming year. The Board of Education (NI) would encourage all clergy and nominators to ensure that all Transferor Governors positions are filled with the best persons to serve our children and the schools they attend.

The TRC has been minded to intervene in the Judicial Review 87 concerning the teaching of Religious Education and Collective Worship in Controlled Schools. The TRC are working to support and protect the Christian ethos of Controlled Schools.

The Board of Education (NI) through TRC affirms the role of Religious Education as a curriculum subject in education and affirms its support for the value of Collective Worship in a school setting and that it should be solely Christian in nature. The Board of Education (NI), as member of TRC, encourages all clergy and lay people serving in youth ministry and in ministry with children and families, to make the best use of every opportunity to lead and facilitate Collective Worship in schools.

The TRC is chaired by Dr Andrew Brown (Presbyterian representative) and the four Church of Ireland representatives are Bishop Andrew Forster, Rev Amanda Adams (Vice-Chair), Rev Catherine Simpson and Dr Peter Hamill.

#### **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 has gone from strength to strength and more than 95% of controlled Schools are members.

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. The Board of Education (NI) is delighted the impact CSSC makes on schools and wider education issues. 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.

**5. Children’s Ministry**

The Board of Education (NI) welcomes the work of the Board for Ministry with Children and Families through their Development Officer Ms Rachael Murphy. Dr Hamill acts as Secretary to this Board.

**6. Membership**

The Board has welcomed Mr Ian Bell as a new member. Mr Bell is a recently retired Principal of a Controlled Post-Primary School and organist in his local parish. We are delighted to have him as part of the Board.

Dr Ivor Hickey retired from the Board of Education (NI) after many years of service and his wisdom and academic knowledge will be greatly missed.

The Board wishes to thank Dr Peter Hamill for his ongoing service and commitment to the Board.

The Board was greatly saddened to learn of the death of Mrs Sue Hogg in March 2023. Mrs Hogg was a member of the Board as an elected member from the Diocese of Clogher and made a valued contribution to the work of the Board. The Board wishes to express its deepest sympathy to Sue’s family on their sad loss.



Board of Education – Report 2023

**BOARD OF EDUCATION (NORTHERN IRELAND)**

Members:

Archbishop of Armagh, Most Rev FJ McDowell

Bishop of Derry, Rt Rev A Forster

Rev M Kingston (Clerical Hon Sec)

Mr K Gibson (Lay Hon Sec)

***Elected members:***

ARMAGH            Rev M Kingston  
                         Mr T Flannagan

CLOGHER   Vacant

                         Mrs S Hogg  
CONNOR            Rev A Campbell (Board of Education only)  
                         Mr Ray Gilbert

DERRY            Vacant

                         Mrs A Reid  
DOWN              Rev C Simpson  
                         Vacant

**Co-opted members:**

Rev A Adams

Mrs R Forde

Mr M Johnston

Rev M Ferry

Miss F Boyd

Mrs E Trew

Dr Noel Purdy

Mr I Bell (March 23)

Dr I Hickey (retired Sep 22)

Mr Robin McLoughlin

Mrs Diane Cheshire

**CIYD representative:**

Mr S Henry

***Honorary Secretary, Board of Education (Northern Ireland)***

Vacant

***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

**Listings of Members of Boards of Education:**

***THE GENERAL SYNOD BOARD OF EDUCATION MEMBERSHIP (from 31<sup>st</sup>  
March 2022 to March 2025)***

***THE ARCHBISHOPS AND BISHOPS (Ex Officio)***

**THE HONORARY SECRETARIES OF THE GENERAL SYNOD (Ex Officio)**

Ms H. Corrigan	Mr K Gibson
Rev Canon GV Wharton	Rev Canon Malcolm Kingston

***Elected members are 2 from each diocese (one clerical and one layperson)***

Armagh	Rev Malcolm Kingston
	Mr T Flannagan
Clogher	Vacant
	Ms. S Hogg
Derry and Raphoe	Rev Canon H Gilmore
	Mr D. West
Down	Rev C Simpson
	Dr E. Leonard
Connor	Rev Dr A Campbell
	Mr R. Gilbert
Kilmore	Very Rev N Crossey
	Vacant
Tuam	Rev Canon J. McWhirter
	Ms F. Hill-Thornberg
Dublin	Rev Dr W Olhausen
	Ms S Rusk
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: 21 places available (including representatives of teachers)***

1. Rev Canon BJK O'Rourke (CIPSMA)
2. V. Rev N Sloane (Sunday School Society)
3. Rev Prof A Lodge (Third Level)

Board of Education – Report 2023

4. Mr M Hall (ISA)
5. Ms. J. Storey (ISA)
6. Mr A Forrest (ISA)
7. Mr K Sparling (ASTI)
8. Mrs S Hall (ASTI)
9. Mrs J Perdue (PSCICE)
10. Ms R Fraser (PSCICE)
11. Ms S Richards (PSCICE)
12. Mr S. Grahsam (CIYD)
13. Mr S. Henry (CIYD)
14. Rev A Adams
15. Mrs R Forde
16. Mr M Johnston
17. Rev M Ferry
18. Miss F Boyd
19. Dr I Hickey
20. Mr R McLoughlin
21. Mrs Diane Cheshire

Observers:

Ms K Jardine  
(Presbyterian Church)  
Ms D Wood  
(Methodist Church)

**GENERAL SYNOD BOARD OF EDUCATION - EXECUTIVE COMMITTEE  
(2023-24)**

Archbishop of Armagh  
Archbishop of Dublin  
The Rev Canon M Kingston  
Hon Secretary RI  
Rev C Simpson  
Mr T Flannagan  
Ms S Richards  
Mr A Forrest  
Mrs M Brickenden

**BOARD OF EDUCATION (REPUBLIC OF IRELAND) (2022-25)**

***Ex officio members:***

The Archbishop of Dublin (Chair)  
Honorary Secretaries – Rev Canon GV Wharton, Ms H. Corrigan

***Elected by House of Bishops:***

Bishop of Tuam, Killala and Achonry (Deputy Chair)  
Bishop of Clogher.

***Diocesan Representatives:*** Rev Canon J. McWhirter, Mrs M. Brickenden.

***Post primary representatives:*** Mr A Forrest, Mr K. Sparling

Board of Education – Report 2023

***Third level representatives:*** Rev Professor A Lodge

***Primary representatives:*** Ms Sarah Richards, Rev Canon H. Gilmore

***CIYD representative:*** Mr S. Grasham

***Sunday School Society:*** Very Rev N Sloane

***Co-options GS BOE:*** none

Observers:

Ms K. 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

***In Attendance:*** Dr Peter Hamill, Church of Ireland House, Donegal St, Belfast, NI.

**CHURCH OF IRELAND YOUTH DEPARTMENT  
REPORT 2023**

**Membership**

***Executive***

<i>President</i>	The Most Rev Patricia Storey
<i>Chairperson</i>	Mrs Brigid Barrett
<i>Treasurer</i>	Mr Edward Hardy
<i>Secretary</i>	Mrs Judith Peters

Rev Aaron McAllister  
Rev Philip Bryson

***Central Board – Executive (above) and:***

Rev Peter Ferguson  
Miss Valerie Walker  
Rev Alan Breen  
Miss Amy Sherlock  
Miss Sally Siggins  
Rev Alex Morahan  
Rev Martin O’Kelly  
Rev Malcolm Kingston  
Miss Hannah O’Neill

***Co-options***

Mrs Brigid Barrett  
Mrs Hilda Connolly  
Mrs Christina Baillie

***Standing Committee Representatives***

Rev Catherine Simpson  
Mr Edward Hardy

***National Youth Officer***

Mr Simon Henry

***Youth Ministry Development Officer (Southern Region)***

Mr Steve Grasham

***Office Manager***

Mrs Barbara Swann

## Church of Ireland Youth Department – Report 2023

### **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 launched its Strategic Plan in 2022 for 2022-2025 alongside engagement with The Department of Children, Equality, Disability, Integration and Youth (ROI) and the *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 2022 were:*

- “Exalt” – devotional prayer app for young people in partnership with Missional Generation
- “Fuel II” – a follow up to FUEL, focusing on Luke’s gospel helping young people focus on regular Bible reading habits
- The continued success & engagement of the Young Leaders in Ministry Fund, established to celebrate the 150<sup>th</sup> anniversary of the Act of Disestablishment and to support Church of Ireland Ministry in the future, for young people aged 15-25 years, actively involved in church life.
- CIYD National Youth Forum meeting in person in April, the first of a 3-year cycle focusing on mental well-being and faith & church.
- Climate Justice Toolkit launch in partnership with GFS and Tearfund Ireland
- Missional Generation partnership – VR (Virtual Reality) and AR (Augmented Reality) resources including 3 days of seminars and workshops at Summer Madness & youth group & schools toolkits
- Partnership with the Irish Health Service to provide accredited Youth Mental Health First Aid training.
- A Day of Prayer for the Church’s Ministry with Young People, now the Sunday before Advent, with widespread participation and an updated Prayer Journal for young people.

### **CIYD ACTIVITIES IN 2022**

Like all involved in ministry in 2022, our scope was limited for some portion of the year due to COVID 19 restrictions and many events were postponed, but we continued to support and develop with key stakeholders online, where possible.

### **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) – In response to actively listening to our stakeholders in difficult times, our Aurora course hit pause for this year with a view to re-start for the end of 2023.

## Church of Ireland Youth Department – Report 2023

- Southern Region – CIYD’s “Connect” programme, training youth workers and volunteers, met regularly throughout the year online, facilitated by Mr Steve Grasham – covering areas such as Mental Health, Climate Justice and peer support for Southern DYOs. We were also able to run in partnership with Church Army “Train the Trainer” course for Faith Empowered - a resource designed to enable Dioceses to train and develop local lay evangelists.
- Northern Region - The “Connect” programme, partnering with the Irish Methodist Youth Department, continued throughout 2022 with relevant training for youth workers and volunteers. This included youth evangelism training with the Church Army and Inclusive Faith based youth work training facilitated by YouthLinkNI. We also hosted an Education Authority (NI) “SHARED” event alongside the Presbyterian Church and Irish Methodist Church which saw around 150 youth workers from the faith and non-faith-based youth work sector gather together to learn and discuss the valued place of the faith-based youth work sector in Northern Ireland. We concluded our year of events with a “Connect Christmas” event in December with lunch and a Christmas Communion led by Bishop David McClay.
- Annual Youth Workers’ Retreat – After a long delay we had our annual retreat for youth workers in London with Bishop Harold Miller leading our devotions and Bible study time. This was a great trip away for youth workers after waiting so long since our last trip away.
- Summer Madness – The festival returned to full capacity after a much missed few years on the grounds of the Portglenone Monastery, Co Antrim. Numbers were very encouraging and young people were so glad to be back together worshipping and learning more about Jesus. Our National Youth Officer, Simon Henry, was also a host on the mainstage platform at worship sessions each day with the CIYD venue very active with a programme of seminars each day focused on digital discipleship.

### **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.

- National Youth Forum – This annual event, which gathers young people from each diocese to be a voice for affecting change in the church, had to be postponed from January until April in 2022 with encouraging attendance and lead by Bishop Andrew Forster and Ms Susie Mapledoram (Youth Officer for Diocese of Manchester) in the first of a 3-year cycle focusing on young people, mental health and their faith journey.
- Summer Camps – Throughout the summer months our full-time staff supported Diocesan summer camps and events.

### **Diocesan Support**

CIYD is 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.

## Church of Ireland Youth Department – Report 2023

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 supported a range of Diocesan events and resources as well as working with certain Dioceses on strategic development and supporting DYOs. We were also able to have an in person all Ireland DYO Gathering facilitated by Innovista Ireland in November.
- Day of Prayer 2022 - this well-established Day of Prayer for young people and youth ministry has now moved to the Sunday before Advent, agreed by the House of Bishops. Our Praying for Young People & Youth Ministry booklet continues to be popular and can be used in lots of other ways to develop prayer opportunities in young people, groups and services. In 2022 we were able to offer free copies of a new “Prayer Journal” for young people to compliment the current resource.

### **Resource Development and Communication**

CIYD like to be available for recommending and providing resources for youth leaders and clergy in a wide range of areas related to youth ministry.

- ‘I Believe’ – This Confirmation resource continues to prove popular with both clergy and young people alike and merited a recent reprint. The resource has been written with the content of the Church of Ireland Confirmation Service in mind and refers to elements of the Apostles' Creed, The 10 Commandments and the Church Catechism. It is a 12-week course examining essentials of our faith and offers interactive activities to enhance the learning experience for candidates.
- “Exalt” – devotional prayer app for young people in partnership with Missional Generation
- “Fuel II” – a follow up to FUEL, focusing on Luke’s gospel helping young people focus on regular Bible reading habits.
- “Climate Justice Toolkit” a resource for youth groups in partnership with GFS and Tearfund Ireland
- “Missional Generation” – VR (Virtual Reality) and AR (Augmented Reality) resources
- “Youth Mental Health First Aid” - Partnership with the Irish Health Service for this unique training.

### **National Quality Standards Framework.**

This process involves self-evaluation of the organization based on various criteria laid down by the Department of Children, Equality, Disability, Integration and Youth.

### **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
- The Board for Ministry with Children and Families
- Department of Youth and Children’s Affairs



## Church of Ireland Youth Department – Report 2023

- National Youth Council of Ireland Board - Special Orgs, Equality and Inclusion Network & Membership Review Committee
- Summer Madness Main-stage committee and seminars teams
- Youth Link NI Council
- “Together” Youth Leaders Forum
- Education Authority (NI) Regional Advisory Group

### **CIYD ACTIVITIES IN 2023**

Our staff team continues 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 – Aurora was put on “pause” in 2022 as we gauged people’s needs on the ground emerging post Covid. We are aiming to restart Aurora for a September 2023 intake. Bespoke 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 workers’ retreat is planned for April to Manchester working in collaboration with the Diocese of Manchester.
- Summer Madness - CIYD will be running the Connect Café as usual and hosting breakfasts and a seminar stream for youth leaders, developing our partnership with Missional Generation. 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 annual Youth Forum in 2023 will have a focus on mental health, faith and church.

#### **Development and Communication**

- Churches working together – Northern Region - under new Education Authority (NI) funding streams and criteria, denomination youth departments are actively looking at new ways of working together to benefit faith development in young people across the region, as well as becoming individual Regional Voluntary Youth Organisations to the benefit of funding for parishes and groups on the ground.
- “Holy Habits” – delayed due to the pandemic, CIYD aims to launch a youth group bible study resource in 2023.
- “CIYD Website” – 2023 will see a relaunch of the CIYD website for improved communication, updates and resources available
- “Instagram” – CIYD will be launching an Instagram account – **ciyd\_insta** – in 2023 to improve communications with relevant stakeholders and agencies and to promote our own work resources.

### **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 organizations.

### **ARMAGH**

#### **AYaC ministry events**

The AYaC Board of the Diocese (Armagh Youth and Children) met across 2022 (in person) on at least 5 occasions in regards to prayer and planning for Diocesan youth and children's activities. This work saw a day's strategic planning for Board members held at the Kilbroney Centre, Rostrevor (January) a "Messy Easter" and a "Messy Christmas" service for families with young children held at St. Patrick's Cathedral Armagh, the "Easter Dawn" service for parishes across Armagh Diocese and a Diocesan-wide youth and children's ministry audit was undertaken in November 2022. Sadly the first two-day AYaC residential after Covid (November 2022) had to be postponed due to the rising cost of living facing families and many parishes still re-building parish volunteer teams and their organisations.

#### **Youth and Children's leaders training**

It remains the reality for some parishes that youth and children's ministry and volunteer teams across 2022 still faced some challenges in re-establishing ministry post Covid. Much of the Youth and Children's Officer's time was spent supporting parishes and their Sunday schools, youth fellowships and youth clubs in finding a new "normality". Specific training was also delivered across the Diocese in terms of youth mental health first aid awareness and trauma-informed children's ministry practice. The support of the Church of Ireland Youth Department and the new Children's and Family Board for the Church across the Diocese was greatly appreciated.

#### **The Archbishop of Armagh's "Flourish" initiative**

With an inter-generational focus, at Diocesan Synod (October 2022) the Archbishop of Armagh's "Flourish" initiative was launched to the Diocese. The Flourish initiative supports local parish groups in terms of addressing local environmental challenges and creation care projects. This exciting project has 9 parishes from across the Diocese committed to a range of environmental projects involving all ages and we pray and support the local church in living out the good news of Christ locally and globally.

### **CASHEL, FERNS & OSSORY**

We are happy to share the post-Covid positivity in our youth work.

#### **Diocesan Residential Summer Camp:**

- Held in Gurteen Agricultural College, Limerick jointly with Cashel Ferns & Ossory and Limerick, Tuam and Killaloe.
- Attended by 49 teenagers and 10 adult leaders with wonderful, enthusiastic participation along with Chaplain Canon Ian Cruikshank (with Max the dog and Tyson the cat!).

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- Our worship had Bible stories and parables to encourage the youth to love God and neighbour.
- Subsidised by €30 by the diocesan youth grant, we are grateful to the 10 adult leaders who volunteered their time.
- Activities included a trip to Killaloe for outdoor pursuits and games, tournaments, arts and crafts on site in Gurteen.

Hopefully, this will become an annual event.

### **Diocesan Youth Intern:**

- Ms Victoria Hawkins has taken on this role with help from CIYD's Young Leaders in Ministry Fund grant scheme.
- Victoria has a degree in Theology and is undertaking the COI Foundation course. She has assisted with confirmation preparation in Wexford and is happy to get involved in all youth activities.

### **Minecraft Competition:**

- Co-ordinated by Ms Emma Purser, we had 30 entries to our online Lent competition with the challenge to recreate the Easter story & Empty tomb, through the computer game Minecraft.
- There were two age categories and great interest from all over the diocese. Our judges were Mr Mark Gee and Mr Sam Purser.

### **Church of Ireland Youth Department (CIYD) Youth Forum:**

Rev Canon Nicola Halford took three young people from Enniscorthy and Ferns to the Church of Ireland Youth Forum in April 2022, overnight in The City North hotel provided by CIYD.

- The day focused on mental health & faith in young people including discussion around the future of our church, the negative impact of Covid-19 on many young people and where the church might be able to help with these challenges.
- Youth were encouraged to go out and be the church – compassion & love.
- The day began and concluded in prayer.

### **Youth Clubs and Youth Workers:**

- Covid-19 has had a very negative affect on parochial youth work with many young people losing interest. There is a need to start again; grow youth ministries from scratch and employ more youth workers.
- Groups starting in Gorey, Abbeyleix, Enniscorthy with Ferns, Bunclody.
- There is Hope - more parishes will restart this important ministry over the coming year.

### **Summer Holiday Bible Camp:**

Enniscorthy & Ferns Union plans a parish holiday Bible camp.

- First week of August for primary school children.
- Teenagers will assist the rector with leading the camp.
- Theme for the camp is 'Go Global' - how to spread Jesus' good news across the world.

### **Confirmation**

- A return to normal.
- Over 40 in Kilkenny College.
- Plans for diocesan pre-confirmation retreat.

### **CLOGHER**

#### **Youth Ministry Perspectives**

At the 2022 General Synod Mr Simon Henry used the words “crisis” and “crossroads” to describe where youth ministry possibly is at present and issued a call for church leaders to positively respond. The Presbyterian Church has been talking about a youth ministry in need of, “re-evaluation, fresh thinking and re-shaping” and the Elim Church has suggested the pandemic has highlighted the church’s weakness in its discipleship making. In the light of all of the above and acknowledging their reality, we are endeavouring to tentatively navigate a way forward within this changing landscape, searching for new leadership, fresh initiatives, and looking for innovative opportunities within our own diocese.

#### **Youth Ministry Grants**

It has been encouraging that many parishes have been able to get their youth ministries up and going once again and have sought out Youth Ministry Grants to help. Initiatives have ranged from a Football Outreach Competition, development of a Youth Room and programmes, Christmas outreach events, capital costs for materials and general youth programme running costs, to name only a few.

#### **Youth Ministry Projects**

We would love to hear from parishes who have a larger vision for youth ministry than they might be able to act on – perhaps hindered by financial constraints or know how. As we move forward, we want to be open to new ideas, new ventures, and building partnerships that can make our plans happen.

#### **“Onwards”**

As we as a Youth Council navigate our way onwards; and as our parishes and deaneries and diocese move onwards, hopefully pushing out and further away from the pandemic, it is envisioned that, for us as a Youth Council, that onwards journey will be filled with possibility, potential, new opportunities and a fresh gaze at the positives of what the Lord will have ahead for His church and of course His young people. Youth Leadership training, resourcing youth work, collaborating opportunities, young people on mission trips and weekends away, discipleship, finding faith and meaning in a challenging world, Godly answers to culture’s questions, sharing and demonstrating faith in school, college and the community, growing in faith and the love of God, opportunities to worship together, growing in an understanding of God’s living word – the Bible, and so much more. The apostle Paul says in Philippians that he is forgetting what is behind and is now straining forward to take hold of all that the Lord Jesus Christ has taken hold of for him. Can this be an inappropriate posture or attitude to assume for the year ahead – This is the posture and attitude that we as a council seek to move with and serve with over the year of opportunity that lies ahead.

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The aims for the Youth Ministry Programme continue to be led by our Diocesan aims and objectives for youth work. These aims and objectives focus on our 5 “T”s, which reflect the Anglican Communion’s five marks of mission; Tell, Train, Tend (People), Transform, and Tend (Creation). We intend to be guided by these elements and to encourage action, vision, participation, and development within these areas.

### **CONNOR**

In 2022 Connor Youth Council bounced back with a full complement of our Diocesan events for young people. It was a delight to be able to see young people from various Parishes connect and engage through social activities, faith conversations and serving together. We have been really encouraged by the number of Parishes connecting with the Diocesan events.

To kick off the new year, we had planned to run our Connor Takes The Castle residential event but due to continuing Covid-19 guidance this was changed to an outside day event. Thankfully we were still able to ‘Take the Castle’ holding our event in the grounds of Shane’s Castle with Escarmouche Action Park. The young people took part in laser tag, assault courses and challenges with a chippy lunch. It was great fun and encouraging to see young people reunited from across the Diocese.

In September 2022 we were able to hold our full residential event. We had 12 different Parishes attend for talks, worship, activities and fun! Our annual Connor’s Got Talent evening was a standout night as well as paddleboarding on the lake that afternoon. Ms Hayley Cullen from Youth For Christ led our talks and young people connected really well. Over the summer we were excited to run both Summer Madness and Streetreach. Summer Madness took place in the grounds of Portglenone Monastery and we were pleased to have a marquee space for our groups to gather, connect and share meals together.

Streetreach had its second year partnering with Mossley Parish after a two-year break. Forty-one young people and leaders from 13 parishes in Connor Diocese took part along with other volunteers from Mossley. Teams led kid’s clubs, ran outreach activities in the community, painted fences in a local Primary School and went door to door offering to pray with people. There were many great stories of young people stepping out and sharing their faith, building confidence in their gifts, and enjoying making friends across the team. Thanks to CIYD for their ongoing support of the youth ministry in the Diocese and to all those supporting young people across Connor Diocese.

### **CORK, CLOYNE & ROSS**

The Cork Diocesan Youth Council (CDYC) were only trying to get back on their feet in 2022 after all the Covid lockdowns and restrictions, but nothing keeps the young people of Cork, Cloyne & Ross down for long!

- In March we had our Confirmation Retreat weekend in Bandon - it is always a great weekend for the young people to meet and to enjoy their Confirmation journey together.
- In April a small group of us attended the delayed CIYD Youth Forum in City North Hotel, Dublin.
- Easter arrived and the group spent a day doing activities which ended with a Eucharist service on the local beach.

## Church of Ireland Youth Department – Report 2023

- Lots more events were held in May, June and July – trips to Zip-It in Farran Woods, followed by two day-trips to Oysterhaven Outdoor Pursuits Centre.
- In the summer our Diocesan Youth Officer, Ms Hilda Connolly, brought 4 young leaders to help run the CIYD Connect Café at Summer Madness – the first full festival since 2019.
- In September, the group headed to Kerry for a residential to the Muckcross Youth Hostel (which is an old parish church), the annual table quiz took place and so did the return of the Dublin Christmas shopping trip followed by an Advent service with Rev David Bowles and sleepover in Whitechurch Parish hall.
- In Sept, a new group of young leaders commenced their Leaders in Training course in partnership with the YMCA.
- This is an 8-week course, and it really benefits the young people in youth leadership skills but also in confidence and career choices.
- As part of their course, they must plan and run an event completely by themselves. Their choice of event was to hold the annual Advent Youth Service, in Rosscarbery's St. Fachtina's Cathedral.
- The theme of the service was about expectations and the pressures of trying to meet what people expected from them. And so, the service was named "Great Expectations"
- The group organized the service in a way to expect the unexpected and that they certainly did achieve, through drama, music and activity stations around the church which demonstrated the pressures teens are under and experiencing – it was a very powerful and moving service.
- The new year started off with an ice-skating trip, and a few weeks later was the first Youth Leaders Retreat Day for any young leaders or youth workers needing some inspiration and a chance to mingle.
  
- Parish youth groups have been starting back up around the diocese and are attracting big numbers again.
- As you can see by the report, the Cork Diocesan Youth Council are very much active and working full steam ahead, with plenty more planned for over the coming months.

### **DERRY & RAPHOE**

As a diocese, we've seen many churches making excellent efforts to engage with their young people after the difficulties of Covid. There have been youth fellowships started and restarted, new leaders coming onto the youth teams, leaders starting youth work training, and many groups engaging with diocesan events.

Derry and Raphoe Youth was able to create a varied programme last year, with a mix of in person and online events for both young people and their leaders. It was great to bring leaders together for different leaders' days to help resource them, give them space to think about their own ministry areas and a retreat day.

Having our **Diocesan Confirmation Day** is a fun day to see those going forward for Confirmation and meeting everyone. Joining together during Lent online, using the new **FUEL II** resource was a special way to connect with God during a reflective time. We had our **DRY Weekend** in Fermanagh at the Cleenish Centre, with a weekend of bright

## Church of Ireland Youth Department – Report 2023

sunshine, games and thinking about being a Christian in different areas of our lives. With the help of our Diocesan Youth Reps, we headed to the **CIYD Youth Forum** to think about mental health, and came up with the idea of our Walk, Talk & Snacks which we held in various parts of the diocese. The weather actually stayed dry for all three of them and meeting new families was such fun.

The huge highlight of the summer was heading off to **Summer Madness** in Portglenone, where we had our young people and leaders hear speakers from 24/7 Prayer, including Pastor Pete Greig. Having five days of mainstage, seminars, big games, water games, sharing meals together and meeting people from all over the island was an incredibly special time.

**Freedom** has been a constant throughout the year, running on the second Saturday of the month from October to April. We've had amazing turn outs with individuals and youth groups traveling from all areas. It's wonderful to hear of groups incorporating dinner as part of the night, sharing food and talking together.

It's our hope that 2023 will see more growth in the lives of young people, their families, churches and leaders. Derry and Raphoe Youth is here to help all churches, please contact Ms Claire Hinchcliff to discuss programmes or resource ideas, training opportunities or joining in with Diocesan events. In all that we have planned going forward, we pass everything to God and the work of the Holy Spirit, remembering the message of Ephesians 3:20 *“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”*.

### **DOWN & DROMORE**

Down and Dromore Youth Department underwent a period of change and transition in the early part of 2022. Mr Tim Burns, left the role of Diocesan Youth Development Officer in Down and Dromore after a number of years' service at the end of 2022. It is important to acknowledge Tim's contribution to Youth Ministry in the diocese over the last number of years and we thank him for that. In February 2022, Joshua Thornbury was appointed as our new Youth Officer.

2022 was always going to be a very significant year in terms of getting young people back out to events and engaging with the church as this was the first year with no significant Covid related issues. This began with a Saturday Night Live in March with over 60 young people coming town evening of worship, bible teaching and fun at Hillsborough Parish Church. This was a springboard for the Confirmation Weekend held at Castlewellan Castle in April. There was 107 young people in attendance at the weekend, where they explored: who Jesus is, why we pray & why we read the Bible.

Down and Dromore also provided a diocesan space at Summer Madness for our groups, this enabled youth leaders to bring their groups to the marquee to be together where they could be fed, connect with one another and where leaders could spend time with their young people. This catered for 150 young people over the 5 days at Summer Madness and was a great success.

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The Kilbroney Adventure Camps, at the Kilbroney Residential Centre in Rostrevor, were again operational in July and August and this is a key discipleship tool as we seek to see young people grow in their knowledge and love of the Lord Jesus Christ. We ran three weeks of Camps, with each week being geared towards a specific age group. Over the three weeks, we engaged with 102 young people. This allowed them to grow in confidence as they established new relationships with other young people from the diocese, they were exposed to new experiences as they engaged in the activities on offer and they grew in their knowledge of the gospel as they explored the “*I AM Sayings*” of Jesus. There was a number of Junior Leaders who played their part and developed their own leadership skills over the week too which was so encouraging to see.

In September, Down and Dromore Youth and Children’s hosted a special Training Day for all who work with youth and children - this was attended by 80 workers/volunteers who left the day being equipped to restart/start up their ministries in the diocese. The SERVE Young Leaders course ran again between October and December with five participants taking part. Thanks to Hillsborough Parish for hosting us for the duration of the course. Additionally, there was the commencement of an OCN Level 2 in Youth Work. This was with 10 workers/ volunteers in the diocese and has borne much fruit. Thank you to CIYD for supporting us with funding for this specific programme. 2023 will continue to be a year where we seek to support young people in their faith and development.

### **DUBLIN & GLENDALOUGH**

We have had a great year in DGYC. As restrictions were lifted, we got running again with some DGYC Big Days Out in conjunction with YFC Ireland. We rented inflatables, ate ice-cream, played cage soccer and silly games, and generally had a great time at these events, connecting with other youth groups and enjoying each other's company and fellowship.

Connection has been such an important part of the past 12 months. Connecting young people back into their church youth groups or school CUs, connecting leaders and volunteers, and connecting people in real-tangible ways. It has been great to be part of youth services, confirmation groups, school assemblies, services and retreats, crazy adventure days, and larger youth events like OneYouth Conference and Summer Madness.

With youth ministry having taken a hit over the previous years, we released a resource in the Autumn called “Youth Group in a Box”. This has 4 ready-made youth group sessions, as well as insight into adolescent development and building social skills. The hope is that this would help both new and old youth groups get back up and running. It is available for free to any youth group. Have a look on our website for more information.

It has not gone unnoticed that anxiety and mental health struggles are prevalent among our young people. It was great to get some of our youth workers, volunteers and clergy trained in Mental Health First Aid thanks to CIYD and the HSE. We also ran two training events



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for supporting adolescents struggling with anxiety, in conjunction with Zestlife Therapeutic Services. We will continue to resource, support and train where we can.

DGYC are so grateful to God for his provision and guidance in 2022 and we cannot wait for what 2023 has in store for us and the young people around the United Dioceses of Dublin and Glendalough.

Website: [www.dgyc.org](http://www.dgyc.org)

### **KILMORE, ELPHIN & ARDAGH**

Emerging from the worst of the Covid pandemic, youth ministry within KEA restarted in many parishes. Two very successful confirmation mornings were held in Royal School Cavan and Longford Parish. A large number of young people were confirmed in 2022. It was particularly great for parishioners to be able to celebrate these special days with their young people as they took another step in their faith journeys.

In August 2022, Mr Damian Shorten stepped down from his role as Diocesan Youth and Children's Coordinator. We sincerely thank Damian for all his work, in particular his perseverance to continue to provide youth ministry where possible via online formats during the lockdowns. We wish Damian every blessing for his future work and continued involvement in the Riverstown group.

Across the Diocese there have been new links forming with various organisations including: Operation Mobilisation, Church Army and Youth for Christ. This support has enabled some additional youth work to happen in schools, including youth alpha courses in Longford and Sligo. Mr Claudio Barguena, a youth worker in Sligo, led a group to "MOVE" a Christ in Youth 5-day summer event where the young people experienced different types of worship, games and other fun activities.

Diocesan Youth Activities this year have been happening under the theme of Soul Survivor, looking at the book of Daniel. The theme is to equip young people to live the Christian life, and bring them together for praise, prayer and worship.

We would like to thank in particular CIYD for their funding to help parishes restart and deliver youth work, as well as providing some excellent print and digital resources. We also very much appreciate the funding from Mind Matters to some specific projects within our Diocese.

### **LIMERICK, KILLALOE & ARDFERT**

The following has been formulated as Mission Statement for Youth Ministry in the United Dioceses of Limerick, Killaloe & 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".***

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. The programme catered for children from age of eight years (3<sup>rd</sup> class national school) of age right up to young adults in mid-twenties during 2022.

Key events:

**10 plus Year Olds -**

## Church of Ireland Youth Department – Report 2023

- August – Junior Summer Camp (full week) – Densmore Lodge, Ovoca Manor, Avoca, Co. Wicklow;
- December – Mega Christmas Day trip to Dublin.

### **Secondary School and upwards-**

- July - Summer Madness with Meath & Kildare group – Portglenone Monastery Estate, Portglenone, Ballymena, Co. Antrim;
- July – Senior Summer Camp in partnership with Diocese of Cashel, Ferns & Ossory - Gurteen Agricultural College, Co. Tipperary;
- July/August – International Exchange Trip in Ireland with a German Group (10 days) - Hann -Munden close to the city of Gottingen in Germany;
- November – Senior Autumn Adventure Weekend – Castledaly Camp & Christian Conference Centre, Castledaly, Athlone, Co. Westmeath.

### **16 plus Years-**

- April – National Youth Forum – City North Hotel, Julianstown, Co. Meath.

### **18 plus Years-**

- December - Annual Christmas Dinner Dance – Fitzgerald’s Woodlands House Hotel, Adare.

### **The following were some of the key highlights from 2022-**

- 2022 was a positive year for U.D.Y.C. with the opportunity to Restart and Reconnect after a pause due to a diocesan review and Covid 19.
- Working closely with our new Bishop Michael Burrows.
- 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 positive experiences in evaluations and hearing superb stories from many parents/guardians and other family members.
- Joining and working with other dioceses during the year - Meath & Kildare at Summer Madness, and the diocese of Cashel, Ferns & Ossory for the Senior Summer Camp.
- It was great to see good numbers of participants at many events throughout the year, especially the Mega Christmas Day trip to Dublin which had over 80 people!
- Representation at National Youth Forum organised by CIYD and inputs from Diocesan representatives.
- Taking part in the International Exchange Trip to Germany hosted by a German Group from Lower Saxony for 10 days in Hann-Munden close to the city of Gottingen.
- Participation was welcomed from Dioceses throughout country with particular welcome to young people from Tuam, Killala & Achonry area of our new United Diocese.
- Continued collaboration and sharing resources with Tearfund, CIYD Central and other Dioceses.

## Church of Ireland Youth Department – Report 2023

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**

Since the end of lockdown restrictions in 2022 we have able to hold central Youth events again in the last year. The first was our confirmation celebration day in May 2022 which was held at Wilson’s Hospital School and attended by more than 50 teenagers who enjoyed a slip ‘n’ slide and a drum workshop amongst other things. In the Summer we returned to Summer Madness for the first time in a few years and brought over a dozen young people. Everyone had a great weekend and all want to return next year.

Since September we have run four events. In the autumn we hosted another event at Wilson’s this time alongside young people from Kilmore, Elphin and Ardagh Diocese and in December we held a Christmas party in Tullamore. Between fire-lighting classes at the former and ‘alternate nativity’ film-making in the latter we really tried to push the boat out in terms of unusual activities!

In February we held another day event, this time at Billis in Kilmore Diocese and in March he had an activity day at Donadea Forest. Alongside all of this we have been able to visit National Schools again, we have over a dozen in the Diocese, and been able to distribute resources like Shaken and Fuel II, the Bible reading notes for Lent.

In local parishes, the Clonmacnoise Warriors continue to meet in Tullamore and Geashill Unions whilst Canon Alastair Graham continues to support and guide the ‘Lighten our Darkness’ project in Mullingar. These young people have developed a Christian response to climate change called ‘God’s Gardens of Hope’ and will be presenting it at Synod this year.

### **TUAM, KILLALA & ACHONRY**

As COVID restrictions fully lifted in our schools it was a delight to see children mixing again outside their ‘bubbles’ and ‘pods’ and life in school returning to normal. Recognition must go to the hard working teachers and others in the Church of Ireland schools in our diocese who met the task of educating our children through the pandemic, in a year of changing guidelines and restrictions. Their steadfastness and patience in supporting our children is commendable. To them we owe a debt of gratitude.

Our thanks as a diocese to all who play a part, however small, in the support of this ministry. We really could not have done this without you. A huge thank you to Mr Steve Brickenden, who stepped down as Youth Officer during the year. He has been the energy and backbone behind all the youth work in the diocese for very many years and we thank him for all his service in the diocese to the glory of God. Thank you also to the Bishop and Diocesan Council who support this important ministry.

We are looking forward to the year ahead in the hope that new and regular events might be able to happen and with the two dioceses coming together we hope that we’ll be able to look to a future where our youth and children’s ministry can embrace the whole of our new united diocese.

### Church of Ireland Youth Department – Report 2023

Our huge appreciation must be noted to Rev Canon Jennifer McWhirter for all the work that she has done as Co-Ordinator over the last number of years and we wish her well in Clogher Diocese.

As we move forward with our friends together as Tuam, Limerick & Killaloe Diocese, we look forward to full and varied TLK programme of events for our children and young people.

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

**YEAR ENDED 31 DECEMBER 2022**

**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**

<b>INCOME AND EXPENDITURE ACCOUNT</b>		<b>Year ended 31 December 2022</b>	
		2022	2021
		€	€
<b>INCOME</b>			
Department of Children, Equality, Disability Integration and Youth	2a	224,173	246,971
Education Authority NI	2b	-	52,353
Funding provided by the RCB		163,786	172,352
Deposit Interest		695	24
Donations		2,429	2,966
Programme Grant		3,476	1,824
		<u>394,559</u>	<u>476,490</u>
<b>EXPENDITURE</b>			
Office & Administration Expenses	3	(39,200)	(39,332)
Staff Costs	4	(147,315)	(139,130)
Fees & Membership	5	(1,720)	(1,122)
		<u>(188,235)</u>	<u>(179,584)</u>
<b>Operating Surplus for the Year</b>		206,324	296,906
<b>TRAINING, PROGRAMME &amp; GRANT ALLOCATIONS</b>			
Training, Programme & Grant Allocations	6	(234,757)	(270,745)
<b>(Deficit) Surplus after Training, Programme &amp; Grant Allocations</b>		<u>(28,433)</u>	<u>26,161</u>
Currency translation adjustment		(2,040)	2,763
<b>Net (Deficit)/Surplus for the year</b>		<u><u>(30,473)</u></u>	<u><u>28,924</u></u>

**CHURCH OF IRELAND YOUTH DEPARTMENT**

**BALANCE SHEET**

**Year ended 31 December 2022**

		2022	2021
		€	€
<b>TANGIBLE FIXED ASSETS</b>	7	321	641
		<hr/>	<hr/>
<b>CURRENT ASSETS</b>			
Debtors	8	116,935	302,546
Cash at bank		2,852	9,161
		<hr/>	<hr/>
		119,787	311,707
		<hr/>	<hr/>
<b>CURRENT LIABILITIES</b>			
Creditors	9	(37,044)	(198,811)
		<hr/>	<hr/>
Net Assets		<u>83,064</u>	<u>113,537</u>
<b>FUNDS EMPLOYED</b>			
Balance at 1 January		113,537	84,613
Net (Deficit)/Surplus for the year		(30,473)	28,924
		<hr/>	<hr/>
Balance as at 31 December		<u>83,064</u>	<u>113,537</u>
		<hr/> <hr/>	<hr/> <hr/>

**Notes to the Financial Statements**

1. General Information

The Church of Ireland Youth Department (CIYD) is the Church's youth policy making body with full reporting rights and responsibilities to the General Synod. CIYD is responsible for the support and development of youth work in the Church. Training, resource materials, and support and advice for youth leaders, young people and Clergy are available.

	2022	2021
	€	€
2a. Department of Children, Equality, Disability Integration and Youth		
- Youth Services Grant Scheme	212,673	206,479
- Capital Funding Scheme	-	19,617
- Youth Climate Justice Fund	11,500	8,375
- Youth Covid 19 Minor Grant Scheme	-	12,500
	<u>224,173</u>	<u>246,971</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.

2b. Education Authority Northern Ireland

A grant of €52,353 was received from the Education Authority NI. This grant was provided to the Church of Ireland Youth Department to provide a PPE allocation for dioceses, direct Covid support funding for resources and activities and longer term regional development funding.

	2022	2021
	€	€
3. Office & Administration Expenses		
Insurance	2,891	2,825
Audit Fees	4,938	4,446
Rent	22,100	21,116
Telephone, Postage & Internet	3,585	3,778
Office Expenses	4,808	5,918
Depreciation	321	1,058
Resources	192	127
Sundry	108	-
Bank Interest & Charges	257	64
	<u>39,200</u>	<u>39,332</u>

	2022	2021
	€	€
4. Staff Costs		
Staff Salaries	131,931	130,944
Staff Expenses	12,385	7,768
Central Board & Executive	2,999	418



Church of Ireland Youth Department – Report 2023

	<u>147,315</u>	<u>139,130</u>
	2022	2021
	€	€
5. Fees & Membership		
General Membership Fees	1,720	1,122
	<u>1,720</u>	<u>1,122</u>
	2022	2021
	€	€
6. Training, Programme & Grant Allocations		
Training Events	76,338	127,096
Programme Events	18,023	10,944
Devolved Funding Grants	113,703	119,277
Summer Madness	13,677	-
Youth Link NI	13,016	13,428
	<u>234,757</u>	<u>270,745</u>
	2022	2021
	€	€
7. Tangible Fixed Assets		
<b>Cost</b>		
At 1 January	104,864	98,816
Currency Adjustment	(5,126)	6,048
Additions	-	-
At 31 December	<u>99,738</u>	<u>104,864</u>
<b>Depreciation</b>		
At 1 January	104,223	97,160
Currency Adjustment	320	1,058
Charge for the year	(5,126)	6,005
At 31 December	<u>99,417</u>	<u>104,223</u>
<b>Net Book Value</b>		
At 1 January	641	1,656
At 31 December	<u>321</u>	<u>641</u>

Church of Ireland Youth Department – Report 2023

8. Debtors	2022	2021
	€	€
Cash on deposit held by the RCB	114,298	300,122
Prepayments	2,637	2,424
	<u>116,935</u>	<u>302,546</u>

9. Creditors	2022	2021
	€	€
Accruals	37,044	198,811
	<u>37,044</u>	<u>198,811</u>

10. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2022, €1 = £0.8853 (2021: €1 = £0.8413).



## ***Independent auditors' report to the Board of Church of Ireland Youth Department***

### **Report on the audit of the non-statutory financial statements**

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#### **Opinion**

In our opinion, the Church of Ireland Youth Department's non-statutory financial statements for the year ended 31 December 2022 have been properly prepared, in all material respects, in accordance with the basis of preparation in the accounting policies.

- the balance sheet as at 31 December 2022;
  - the income & 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)") including ISA (Ireland) 800. 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.

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#### **Emphasis of matter - Basis of preparation**

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

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#### **Conclusions relating to going concern**

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the Board's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

Our responsibilities and the responsibilities of the Board with respect to going concern are described in the relevant sections of this report.



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## 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.

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## 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 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 in the accounting policies in the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances. The Board 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 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.

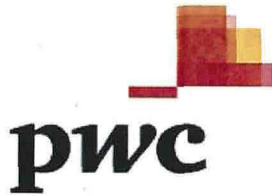
### *Auditors' responsibilities for the audit of the financial statements*

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.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at: [http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/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 Board 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.

*PricewaterhouseCoopers*

PricewaterhouseCoopers

Chartered Accountants

Dublin

22 March 2023

**THE COVENANT COUNCIL**

The Church of Ireland and the Methodist Church in Ireland

**REPORT 2023**

**MEMBERSHIP**

**Church of Ireland**

The Rt Rev Michael Burrows, Bishop of Tuam, Limerick & Killaloe (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Canon Dr Maurice Elliott

Ven Barry Forde

Rev Claire Kakuru

**Methodist**

Rev Dr Heather Morris (Co-Chair)

Rev Andrew Dougherty

Ms Gillian Kingston

Rev Dr Janet Unsworth (Secretary)

**Presbyterian Observer**

To be confirmed

**In attendance**

Dr Nicole Gallagher (Synod Officer, Church of Ireland)

**Membership**

Since the last report of the Covenant Council to General Synod, the Rev Dr Tom McKnight has resigned from the Covenant Council leaving a vacancy for a Methodist member on the Council which will hopefully be filled in the near future. The members of the Council would like to thank Rev Dr McKnight for his time on the Council. Discussions are also underway with the Presbyterian Church in Ireland for the nomination of a Presbyterian Observer to sit on the Covenant Council.

**The Role of the Covenant Moving Forward**

Over the past year, the Covenant Council has continued its work in advocating for the furtherance of the Covenant agreed between the Church of Ireland and the Methodist Church in Ireland. Since its last report, the Council has been fortunate to have finally met ‘in person’ again after the necessity of various meetings held on Zoom during the Covid-19 pandemic.

## The Covenant Council – Report 2023

The current work of the Council is mainly centred around the various practicalities, opportunities and obstacles faced by both the Church of Ireland and the Methodist Church in Ireland in the realisation of interchangeability of ministry between the two denominations. The main areas of discussion are:

- Understandings of Ministry and *Episcopate* within each denomination;
- Regulations regarding Covenant Partnerships;
- The nature of co-operation and collaboration at local and Diocesan/District level as well as at a national level (Chaplaincy in further and higher education, prisons and healthcare, formation in ministry, and lay readers/local preachers);
- An exploration of the rites of the Church of Ireland and the Methodist Church in Ireland (ordination, Eucharist, marriage, confirmation, and baptism).

As well as these discussions, it is the intention of the Covenant Council to undertake the provision of training sessions with the aim of incentivising clergy of both denominations to partake in covenant partnerships and the interchangeability of Ministry through the familiarisation of the clerics of both denominations with each other's liturgy and worship styles.

The Council also welcomes the intention of the House of Bishops to bring a bill to the General Synod to clarify the situation concerning occasional, as opposed to long-term, interchangeability of ministry.

### **Local Covenant Partnerships and Projects**

The Covenant Council continues to monitor those partnerships and projects that have been enabled by the Covenant while continuing to review the guidelines and protocols required for such arrangements. The necessity for the charity registration of covenant partnerships is of particular concern to the Council and this has been put on the agenda for the residential meeting due to take place at the end of March 2023 so that a governance document can be developed to address the regulatory frameworks both sides of the border. It is intended that an update on this will be presented in the Report of the Covenant Council to General Synod 2024.

**COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE  
REPORT 2023**

**Hot Topics:** ACC, Orthodox Relationships

**Proposer and seconder:** Rev Christine O’Dowd-Smyth (Proposer), Ms Cate Turner (Secunder)

**Election of Commission – That the following be elected to serve on the Commission**

*The Archbishop of Dublin*

*The Bishop of Derry*

*The Bishop of Tuam, Limerick & Killaloe*

*Very Rev Niall Sloane*

*Rev Canon Dr Daniel Nuzum*

*Rev Suzanne Cousins*

*Rev David White*

*Ms Cate Turner*

*Canon Dr Kenneth Milne*

*Ms Gina Copty*

**MEMBERSHIP (20)**

A Bishop (Chairman): The Rt Rev Michael Burrows

WCC Representative: VACANT

ACC Representative: Rev Canon Katharine Poulton

ACC Representative: Mr Wilfred Baker

Porvoo Contact Group Person: The Rev Canon Helene Tarneberg Steed

An Honorary Secretary of General Synod: Rev Canon Malcolm Kingston

Hon Records Secretary: Rev David White

Hon Secretary: Very Rev Niall Sloane

The Archbishop of Dublin

The Bishop of Derry

Rev Canon Patrick Comerford (Resigned March 2022)

Rev Canon Elaine Murray (Resigned July 2022)

Rev Canon Dr Daniel Nuzum

Rev Christine O’Dowd Smyth (Appointed March 2022)

Rev Suzanne Cousins

Rev Cathy Hallissey (Resigned 2022)

Ms Cate Turner

Canon Dr Kenneth Milne

Mr Glenn Moore

Vacant x 2

**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;



## Commission for Christian Unity and Dialogue – Report 2023

- 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);
- 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](http://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 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

The following pages testify to the range of work of the Commission and its derivative sub-groups over the past year, and the Church owes a considerable debt particularly to the indefatigable secretary of the CCUD, the Very Rev Niall Sloane, and to those who chair the individual working groups to which so many tasks are devolved. We continue to conduct our business using structures now well familiar to the members of the General Synod, and which enable us to bring the perspective and voice of the Church of Ireland to an enormous variety of contexts, many of them far beyond the geographical limits of this island. In all of this Zoom and similar platforms have been great friends to our work; yet there is no substitute for the building up of relationships through face-to-face encounter. As is so often said, the conversation over the coffee after the meeting very often does more

## Commission for Christian Unity and Dialogue – Report 2023

to build trust and common purpose than the meeting itself! Sometimes our critics tell us that ecumenical activity is often academic, committee- focused and somewhat removed from the priorities of the real world. But we are convinced that not only are we striving in all things to discover that unity which is Christ's will and gift for his people .... we are also giving shared impetus and energy to tasks which are basic to the Anglican Marks of Mission and to the safeguarding of creation itself. To give but one small but significant example. I am honoured to chair the governors of the Anglican Centre in Rome and I would want to acknowledge the consistent generous support of our work by the Church of Ireland. My involvement in Rome has not simply exposed me to the abiding value of what might be called nuts and bolts ecumenism. It has also opened my eyes as never before to what churches and faith communities can do together to be voices for those who are the particular victims of climate change and rising sea levels. I think of the island nations of the global south, many of which could simply be overwhelmed by the rising waters of chaos within relatively few years. At the heart of the work of the CCUD is a very practical and energetic ecumenism which aims to make a difference, and which is always outward - looking.

I want to mention a few matters of special interest and concern. As I write the Anglican Consultative Council, one of the main instruments of Communion across Anglicanism, is about to meet in Ghana and in due course we will be hearing much from our representatives there, Mr Glenn Moore and Dean Susan Green. The ACC is the main channel through which the Anglican Communion 'receives' the work of its own ecumenical commissions ... it is also the nearest thing we have to any kind of international 'synod' (although its role is essentially consultative), comprising as it does the representatives of clergy and laity as well as bishops. In its own sometimes understated way the ACC often sets the course for the ecumenical agenda of the Communion and determines priorities. To host the ACC is a significant event for any province, offering huge opportunities for international encounter and building of relationships. The next meeting of the ACC after Ghana is due to be held just a few years down the road in Ireland - there has not been such an event here since the 1970s. This is a significant moment for which we must prepare fully and generously, and sometimes we forget that for all sorts of good reasons the Church of Ireland has always punched considerably above its weight in the counsels of international Anglicanism! Our long history, distinctive perspective, and constant willingness to participate whenever our involvement is sought in countless tasks not least of an ecumenical nature, do command respect and we should be gratefully conscious of this.

Secondly, we have all been concerned with the plight and the spiritual as well as practical needs of refugees from Ukraine. Parish communities across the land have been doing all they can to offer welcome and empathy, and in some situations this has involved assisting with the provision of opportunities for, usually Orthodox, worship. The CCUD has been asked on occasions for informal advice concerning what is sensitive and appropriate and how the complexity of Orthodox structures and relationships within Ukraine are manifested in the diaspora community. It has to be said that church/state relationships in their home country are labyrinthine and we need to remember that those complexities are often conveyed to us through the distorted lens of a propaganda war. The Commission has been very aware of its limited knowledge in this area, and of how easy it might be to act insensitively when one is striving to act hospitably. We have been seeking the best advice available to us through persons widely experienced in these issues, and through engaging with communities/ parishes on the ground in Ireland who are already facing such challenges head-on. We are also in contact with other bodies in Irish society who are at the forefront of practical response to the refugee crisis. We realise that there are also challenges here in the areas of Safeguarding and protection of the vulnerable which are best addressed by other expert bodies within the Church, but which have to be considered in so far as is practicable as we all do our best to offer genuine hospitality including at times in our places of worship. The Commission acknowledges that all this is a work in progress, a response

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to a war in Europe such as we did not envisage happening in our generation, and we regret when requests for our advice have only revealed how much we ourselves still need to learn. All of us are navigating, and seeking the Spirit's wisdom, in an area where all we can do is our best - but do so with generosity respect and sensitivity in what is truly an appallingly painful situation.

Thirdly, and without wishing to enter into an even more sensitive area, the European affairs working group which labours under our umbrella engages constantly with the implications of Brexit - including in the pastoral area and recognising the sensitive issues of identity and economic policy which have been thrown up by the Northern Ireland protocol. The working group presents its report elsewhere in these pages, but suffice it to say here that Brexit places the Church of Ireland in the strange position of being the major Anglican Church within the EU. The EU through its very treaties recognises that the myriad of church voices within its boundaries offer opinions which need to be heard via its structures in the pursuit of the common good. In Ireland we have engaged particularly with events organised by the European Commission office in Dublin, and we are aware that the Archbishop of Canterbury has had a Brussels - based representative to speak for the Communion there. We also know that these voices truly do not fall simply on deaf ears. Given that, outside of its diaspora diocese in Europe, the Church of England is no longer a church within the EU, those who have represented Anglicanism in Brussels know now that it is to the Church of Ireland that they should largely turn for insights, ideas and voices. Conversations in this area have tentatively begun; it is both an opportunity and a responsibility for us, and this task may considerably develop the work of our European Affairs group in the times ahead. And I say all this truly conscious of the sensitivities continuing to surround the protocol within the world of our own church and shared island.

Again I thank my colleagues on the CCUD for their most prolific work and commend these pages to the careful attention of the Synod. In ecumenical affairs, as in political ones, one never knows what is around the corner and members of the Commission invariably rise to every task with verve and wisdom

*Michael Tuam, Limerick & Killaloe*  
The Rt Rev MAJ Burrows,  
Chair

### **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](http://www.ireland.anglican.org)).**

### **ANGLICAN & ECUMENICAL AFFAIRS WORKING GROUP**

#### *Membership*

*Mr Wilfred Baker, Rev Julie Bell, Rev Canon Dr Maurice Elliott, Mr Glenn Moore, Rev Canon Daniel Nuzum, Rev Canon Katharine Poulton (Convenor), Rev Canon Helene Steed and Ms Cate Turner (Hon. Secretary)*

The group continues to meet via zoom which is convenient for the scattered membership.

During the year, members of the various Anglican Networks on which we have representatives met with us on zoom. Whilst some have had very good engagement with the networks, others have found it more challenging. The working group will meet with them again in 2023 when there may be some updates following the ACC meeting in Ghana.

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The working group concluded looking at the resolutions from ACC 17 and looks forward to working through the resolutions of ACC18 during 2023.

### *ANGLICAN AFFAIRS*

#### *FOUR NATIONS FAITH AND ORDER CONSULTATION 2022*

##### *Communiqué*

Representatives of the Church of England, the Church of Ireland, the Scottish Episcopal Church and the Church in Wales met in Gladstone's Library, Hawarden, Flintshire, Wales between 11 and 13 May 2022 for the biennial Four Nations Faith and Order Consultation. It was hosted by the Bishop of Asaph, the Rt Rev Gregory Cameron, on behalf of the Church in Wales, and benefited from the expertise of the delegates from the four nations as well as that of the keynote speaker, the Rev Dr Susan Durber, Convenor of the Faith and Order Commission of the World Council of Churches (WCC).

Owing to several major meetings which are due to take place during 2022-3, this year's Consultation had a distinctly international focus. Delegates were enriched by Dr Durber's presentation of the WCC's major paper on ecclesiology, *The Church: Towards a Common Vision* and her introduction to the theme of the forthcoming WCC General Assembly, *Christ's love moves the world to reconciliation and unity*. There was also a focus on the theme and shape of the Lambeth Conference which will bring together bishops from each part of the global Anglican Communion in Canterbury between 27 July and 8 August. Consideration was also given to the work of the Inter Anglican Standing Commission on Unity, Faith and Order and the way in which Anglican churches worldwide receive the fruit of bilateral dialogues with other Christian traditions. Delegates also discussed the plans for the General Assembly of the Conference of European Churches which is to be held in Tallinn, Estonia, between 15 and 22 June 2023, as well as other ecumenical agreements in Europe to which Anglicans are committed such as those of Porvoo, Meissen and Reuilly.

As well as these international themes country reports were received from each of the four churches, highlighting Faith and Order issues of particular interest in the national context. Among the common themes was an understanding of how the individual churches are rebuilding following the challenges of the pandemic and the benefits received through a more prominent and intentional digital presence.

The Faith and Order Consultation will next meet in May 2024 when the Church of England will be hosting.

#### *THE IRISH COUNCIL OF CHURCHES (ICC: [www.churchesinireland.com](http://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.*

I had the pleasure of attending the above meeting on 31 March 2022. This is the third such meeting I have attended.

I was particularly happy to attend this year for a number of reasons: -

- it was held in the Skainos Centre in East Belfast, a large active community outreach project under the auspices of the Methodist East Belfast Mission connecting church with a disadvantaged community - we heard a little of their story;

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- the keynote address was given by Dr Tony Davidson, the soon to retire minister of First Presbyterian Church, Armagh and an ecumenical canon of St Patrick's Cathedral. His topic was "the Unfinished Work of Peace", a subject close to my heart and which we then discussed in small groups;
- in the light of our own General Synod business but a few weeks later, the election of Bishop Sarah Groves of the Moravian Church as Vice President and President Designate for the period 2022-2024; and
- the transfer of the ICC Presidency to Bishop Andrew Forster and his first President's address as he began his 2-year term.

The opportunity to meet and chat to Christians of a number of traditions formally and informally is always interesting and appeals to my "nosiness".

Naturally many tributes were paid to Dr Nicola Brady, former General Secretary and recently moved to take up post as General Secretary of Churches Together in Britain and Ireland.

*Ken Gibson  
March 2022*

*IRISH INTER-CHURCH MEETING (IICM: [www.churchesinireland.com](http://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 Rt Rev Andrew Foster, Bishop of Limerick, President of the Irish Council of Churches.*

The thirty second Irish Inter-Church Meeting (IICM) was held at Dromantine Retreat Centre on November 10-11th, 2022. The theme was "creatively reconfiguring our post-pandemic understanding of church." The pandemic has changed so many aspects of society, including the way churches operate and conduct their ministries. The objective of the meeting was to help explore the long-term implications of the pandemic on churches across the Island.

The keynote speaker was Prof John Fitzgerald, an adjunct professor of economics at Trinity College. Fitzgerald provided an analysis of the impact of the pandemic on various aspects of society such as the elderly, work practice, poverty, education and migration. The session was engaging and provided a good starting point for the participants to delve deeper into how various members of their churches were impacted.

Sr Breige O'Hare facilitated a session to explore the changing landscape of the local church. Sr O'Hare led the participants on a spiritual journey to help them consider the pastoral and spiritual impact of the pandemic on the local church. Sr O'Hare created a space in which participants felt free to share intimately about their own personal challenges and those experienced within their churches. It was a very moving session.

The experiences of the global church were explored through a panel of speakers representing Christian Aid in Kenya, and Trocaire in Guatemala. It was helpful for the participants to hear about the challenges faced by sister churches. The speakers shared how they struggled to meet the needs of the people due to a shortage of clergy, issues with internet, shortage of food supplies and oppressive government behaviour in which some people were killed for being seen as not conforming to Covid rules. On a positive note, the speakers shared how faith prospered through smaller group meetings.

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A panel representing leaders of small member churches, shared their experiences. Fr Anish John of the Indian Orthodox Church shared that many members of his church were frontline workers during the pandemic and who suffered greatly as a result. As migrant workers, they lacked much of the necessary support to enable them to do their jobs and their church had to step in to fill the void. The panellists shared how their churches were forced to adapt and evolve and how new support systems were created as a result. This was followed by a roundtable discussion with young people from across Ireland exploring the impact of Covid on the lives of the youth. One of the young people highlighted the importance of building relationships with the young people. He emphasised the importance of “connection before content.” The participants took that message on board.

The meeting was brought to a close with reflection time led by Bishop Andrew Forster. The aim was to provide a space for the participants to examine what the spirit is saying to the churches and to reflect and share from their time together. It was felt that the meeting was very constructive and the overall sentiment was that people were encouraged from their time together.

*Gina Copty  
November 2022*

### *CHURCHES TOGETHER IN BRITAIN AND IRELAND (CTBI: [www.ctbi.org.uk](http://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.*

The CTBI AGM took place in Luther King House, Manchester on Monday 3rd October 2022. In addition to the formal business of the AGM there was a thematic session focussed on racial justice and a working session seeking member feedback on CTBI's new strategic plan. For the thematic session CTBI's Justice and Inclusion Officer Mr Richard Reddie spoke about his new edited book *Race for Justice: The struggle for equality and inclusion in British and Irish churches*. Inspired by the 25th anniversary of Racial Justice Sunday, which occurred in 2020, the book brings together a range of voices from Britain and Ireland to share different perspectives on the engagement of churches with the work of racial justice in recent years. Mr Reddie then interviewed ICC General Secretary Mr Damian Jackson who was one of the contributors to the book, writing about the work of Ireland's national ecumenical instruments in this area. For the working session CTBI General Secretary Nicola Brady presented a draft strategic plan developed through a programme of engagement with CTBI trustees and staff. There was an opportunity for discussion in small groups on each of the five priorities outlined and feedback was recorded. The final version will be published in 2023.

*Dr Nicola Brady,  
December 2022*

### *CONFERENCE OF EUROPEAN CHURCHES (CEC: [www.ceceurope.org](http://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.*

The General Assembly of the Conference of European Churches was convened virtually on June 30. However, a quorum was not reached, and the Assembly could not make valid

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decisions. Therefore, the Governing Board decided that the General Assembly would reconvene on 30 September 2022.

A webinar was held afterwards where Sergii Bortnyk spoke about the current experience of the Ukrainian Orthodox Church. Other speakers were Archbishop Yevstratiy Zoria, representative of the Orthodox Church of Ukraine and Christine Schliesser, director of the Centre for Faith and Society at the University of Fribourg, Switzerland.

The 2023 General Assembly will take place in Estonia in June 2023.

*Canon Helene Steed & Rev David White,  
September 2022*

*WORLD COUNCIL OF CHURCHES (WCC: [www.wcc-coe.org](http://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 11<sup>th</sup> Assembly of the World Council of Churches was held in Karlsruhe, Germany from the 31<sup>st</sup> August to the 8<sup>th</sup> of September. The WCC meets once every eight years, and this was the first time it was held in Germany with over 4000 delegates and participants from all over the world attending the huge Congress Centre and listening, speaking and praying together. The theme of this Assembly was “*Christ’s Love Moves The World To Reconciliation and Unity*”.

Due to the Dean of Belfast being unable to attend, the Rev Dr Christine O’Dowd-Smyth attended as the Church of Ireland delegate.

The Assembly opened with the Moderator of the WCC, Dr Agnes Abuom and the Vice Moderators Rev Ioan Sauca and Bishop Mary Ann Swenson emphasising the unity statement of the WCC: that all human beings have equal dignity; human dignity above all, regardless of gender, race, colour or sexual orientation, for every human being is made in God’s Image.. Christ’s love moves the world to peace and recognition, a Love that doesn’t accept wars of aggression. We as Christians are called to work with people of other churches – and other faiths to advance *the Politics of Radical Compassion*. Emerging from the Pandemic and post isolation, the churches, in response to God’s call, to hold a light of hope and to ask of one another “How does a church – in whom the love of Christ is pleased to dwell – organise, speak and act in this season?” and “How, at this moment, shall we share together in God’s mission of love to the world?” Pastor Christian Krieger of the European Council of Churches expressed the hope that the Assembly would be Christocentric and Missional but not Exclusionary. Delegates from 295 churches were present at the Assembly along with 277 guests and participants. Guests from the Ukraine were warmly applauded.

The themes of the Assembly: Christ’s love moves the world to reconciliation and unity” is directly inspired by 2 Corinthians 5:14:

- Responding to the challenges of our times moved by Christ’s love: An ecumenism of the heart;
- Covid 19; (Fear, stress, devastation; revelation of inequalities);
- Climate Change (the challenge to care for God’s creation);
- Inequalities: The world cries out for peace and justice;
- The digital revolution;
- A loss of hope and confidence in the possibility of a better future;

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- God's first and foremost attitude towards the world is love – for every human being and indeed, for the whole of creation.

The various speakers called for a life-transforming journey for the Churches and for greater unity in the power of the Holy Spirit. Cardinal Koch read a message from Pope Francis in Spanish – “the language of the heart”, urging us all to work together in unity.

Each gloriously warm sunny day began under the big tent outdoors with prayer and worship from different Church traditions (Orthodox, Roman Catholic, Anglican, Pentecostal, etc.) followed by the Plenary Talk of the day in one of the big halls. Then after coffee outside (long queues for coffee breaks, lunch and dinner gave people a chance to greet those around us; look at each other's ID badges and hear one another's stories) the delegates divided into smaller Home Groups for Bible Study & discussion. The people in my group were from different countries and traditions: Anglican, Reformed Evangelical; Coptic; Ukrainian Orthodox; Egyptian Orthodox.

The Bible Studies were grouped thematically:

1<sup>st</sup> September: Day Theme: *The Purpose of God's Love in Christ for the Whole of Creation – Reconciliation and Unity* (Col 1:19 (Eph 1:10 and Mt [9:35](#) (Christ's compassion)

Worship was Orthodox as tied in with the Feast of Creation in the Orthodox calendar;

Friday 2<sup>nd</sup>: Day Theme: *Europe* Luke 10:25-37 (Good Samaritan);

Monday 5<sup>th</sup>: Day Theme: *Christ's Love – Compassion for Life* (Affirming the Wholeness of Life) John 9:1-12;

Tuesday 6<sup>th</sup>: Day theme: *Christ's Love: Transforming Discipleship* Matthew 15: 21-28 (Canaanite woman) Affirming Justice & Human Dignity;

Wednesday 7<sup>th</sup>: Day Theme: *Christ's Love – The Bond of Christian unity and the churches common witness* (Matthew 20:20-28) Let Christ's love move the world to reconciliation and unity.

Each day after lunch, the Ecumenical Conversations meetings that each delegate had chosen to participate in, were interesting and statement documents were drafted, and then issued, to be voted on in the Business Plenaries. The Ecumenical Conversation I chose was EC 01: Mission Reimagined: Transforming Disciples, Challenging Empire.

Some of the Documents brought before the Business Plenaries were controversial, such as Document PIC 01. War in Ukraine, Peace and Justice in the European Region: “This Assembly strongly affirms the position expressed by the central committee of the WCC (deploring the war as “illegal and unjustifiable”) and denounces this illegal and unjustifiable war and we renew the call for an immediate ceasefire...” (the Russian Orthodox representative present protested vociferously). Also PIC 01.4 Seeking Justice for All in the Middle East. Syrians, Lebanese and Iraqi delegates demanded why they had not been included more in the largely Israeli-Palestinian focus of the document. The revised document PIC 01.3 REV The Things that Make For Peace: Moving the World to Reconciliation and Unity, contained a very powerful statement: “The calling to dialogue, encounter and the pursuit of mutual understanding is the very essence of ecumenism and central to peace-making. It is the role of churches to embody “*Christ's love (that) moves the world to reconciliation and unity*” The issue of climate change was given top priority “We must act together”

The Business Plenaries were halted several times by protesting young people's representatives who demanded access to the microphone and lamented the fact that their voices were not heard. They demanded a larger proportional representation going forward. There was broad consensus that the churches NEED to listen to the voices of young people. Women also had to demand that Gendered violence and silencing of women be included when listing injustices and inequalities. Also, there was a call for the churches to be more



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inclusive to people with disabilities. We need *Metanoia* – a change of heart, to not accept exclusion.

Representatives from the International Jewish Council spoke on the need for repentance as a basis for reconciliation. Imam Purlu from the Coordination Council of Muslims in Germany also spoke of the importance of peace. The Federal President Steinmeier and the Lord Mayor of Karlsruhe also addressed the Assembly.

Some of the Plenary addresses were given via satellite, such as the Patriarch of the Greek Orthodox church, for instance. Some of the speakers were from United Churches (Presbyterian; Pentecostal; Evangelical) Brother Alois of the Taize community was at the Assembly and he spoke about the Practice of Unity and his prayer was: “That they may all be one.”

His Grace the Archbishop of Canterbury Justin Welby spoke in person at the conference on Wednesday 7<sup>th</sup> September and addressed all of us Anglican delegates in a private meeting in the afternoon. He spoke about the Lambeth Conference “There was a movement of the Spirit that enabled us to disagree better”

He praised the Church of Ireland for our very inventive and progressive steps in partnership with the Methodist Church in Ireland. He spoke on the need for an Ecumenism of service and spoke about Anglicans being a Communion of Churches – not a church. He welcomed the idea of Regional Synods – Lambeth costly to run (12 million sterling). He said that Scripture is the pre-eminent basis for the Anglican communion but how it interacts with reason and tradition for the 21<sup>st</sup> century needs to be looked at. As a Communion we must turn outwards, not look inwards. Anglicanism is contingent, never permanent. If Anglicanism becomes part of a wider tradition in the global church if and when the Church achieves more unity then so be it! Praise God!

25% of English churches have no young people. We can do much better in hearing the voices of young people without being patronising & using them as tokens. People go to Synod to hear about the big issues, not to hear about the workings of the PC. I personally had a brief meeting with Archbishop Justin where he said he said how it was to meet a delegate from the Church of Ireland at the WCC.

Each day ended with evening prayer and worship under the big tent, before dinner, often at 21.30-21.45. These were times for fellowship and conversation.

The sense of pride amongst the citizens of Karlsruhe that such a huge event was taking place in their city was palpable. People were friendly and talkative and above all, very helpful to the delegates.

What I took home with me was the tangible sense of God’s peace and the love that He has for us all, and that our journey towards unity is perhaps just as important as the unity that we seek. We are called to be vehicles of reconciliation and to be witnesses of Christ’s love and radical compassion, bringing His love to all people. What would also be worthy of consideration, is to send a young person as a delegate for the next 12<sup>th</sup> Assembly of the WCC.

*Rev Dr Christine O’Dowd-Smyth,  
September 2022*

*MEISSEN (Meissen: [www.europe.anglican.org/ecumenical-information-and-links/agreements-and-partners](http://www.europe.anglican.org/ecumenical-information-and-links/agreements-and-partners))*

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*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 2022  
Church Of England/Evangelische Kirche in Deutschland (EKD)  
Report of the Celtic Churches Observer  
(Representative: Rev Canon Dr Maurice Elliott (Church of Ireland))

The 32<sup>nd</sup> meeting of the Meissen Commission convened in-person in Exeter from 6-9 October. As usual there were representatives from the Church of England and the Evangelische Kirche Deutschland, with observers from the German-speaking Synod of Great Britain and on behalf of the Celtic Anglican Churches (the Diocese in Europe delegate was unable to attend). The meeting engaged with a range of significant topics and substantial reports, gathered here under the following headings – Ecclesial and Cultural Context; Chaplaincy and Rural Ministry; Ecumenical and Theological Issues.

*Ecclesial and Cultural Context*

For reason of 'a much more secular-minded government' the EKD reported its uncertainty in relation to future statutory tax benefits. It is possible that the whole system of church-life within Germany may change markedly over the next ten years. Membership of the church is continuing to fall, and yet, against this backdrop of apparent public disinterest in religious affairs, there is the perceived anomaly of societal longing for some sense of consolation following the pandemic.

For its part the COE noted the potential significance of the recent Lambeth Conference discussions concerning human sexuality for its own internal discussion on 'Living in Love and Faith', and, in the wake of Queen Elizabeth's death, the challenge of coming to terms with the implications of such 'overwhelming national outpouring of emotion'. This sense of 'vicarious religion' was taken up in a highly stimulating address by Professor Grace Davie of Exeter University. Grappling with the subject of 'Religion in Modern Europe', and the many questions that arise as a result of the pandemic, the war in Ukraine and the royal death, Professor Davie suggested that inherited social theology may not be up to the task required of it, and that there is manifest danger for the churches if 'the shell of religion lacks a solid theological core'. For meaningful societal dialogue to take place, religious communities need to be able to see issues from the perspective of their adversaries, and they will require a profoundly renewed sense of imagination. Where this can be realised, religion can have significant power for good; however, in the absence of it, religious dogmatism will continue to cause harm and even do damage.

The other matters reported consistently by all Meissen participants were the ongoing, and deeply negative, consequences of Brexit for faith communities right across Europe; real anxieties over the increasing cost of living; and a sense of sheer exhaustion within very many clergy as a result of coping with the pandemic.

*Chaplaincy and Rural Ministry*

Much of the Commission agenda this year focused on matters of chaplaincy. In the English context chaplaincy is grounded in a multi-faith approach, with the main emphasis of the chaplains' role being on pastoral support to staff and students. Those who spoke, representing both second and third level institutions, reported a deep sense of regret, anger and loss amongst current generations of students in the shadow of Covid.

In relation to rural ministry, the Diocese of Exeter has developed some impressive resources such as *Lightening the Load* and *How Village Churches Thrive* (both published

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by Church House Press). Identified priorities here include the need to build confidence; to use rural festivals; and to find means of delivering strong leadership, theological formation, central assistance, peer support and lay training. Some of these materials could very usefully be transposed into the Irish, Scottish and Welsh contexts.

### *Ecumenical and Theological Issues*

The COE reported a renewed willingness amongst its senior leadership to prioritise ecumenical dialogue. This in turn has realised an enhancement of dedicated staffing within central church structures and represents a notable reversal of more recent policy. As with any ecumenical work, much of the effectiveness of the Meissen Agreement rests on a system of local partnerships. The evidence here would suggest that, whereas there may have been a flurry of interest in the project at some point in the past, the reality is falling some way short of widespread meaningful engagement with what Meissen is intended to promote.

Arguably one of the most important pieces of work is the ongoing work of the Meissen Joint Theological Conference. Noting the aspiration of the Agreement to ‘the full visible unity’ of the two churches, and the ongoing obstacle to this of a, perhaps, overly rigid interpretation of what is meant by ‘the historic episcopate’, Professor Mark Chapman suggested that a potential way forward might be found in re-visiting the COE formularies. According to both the Thirty-nine Articles, (and indeed, correspondingly, the Augsburg Confession), a true church is discerned simply in its adherence to the ministry of the word of God and its administration of the two dominical sacraments, with nothing further being explicitly prescribed. From the inception of Anglicanism in the mid-sixteenth century to the period of the Restoration in 1662, there were ‘many exceptions to the absolute requirement of episcopal ordination’ for ministry with the COE. On the recommendation of the JTC, the Commission endorsed a proposal to seek further advice from English canon lawyers. It will be fascinating to see what either may or may not result from this, and indeed to follow the potential wider consequences of this aspect of the Meissen conversation for other Anglican ecumenical dialogues with both episcopal and non-episcopal partners.

The Commission will meet from 12-15 October 2023 in Loccum, Germany. Possible themes for consideration will be the further theological work; democracy in crisis; and how to make the work of the Meissen Commission more effective at a grass-roots level.

*M. J. Elliott*  
October 2022

*REUILLY (Reuilly: <http://strasbourginstitute.org/wp-content/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).*

*(Observer: Revd Dr Christine O’Dowd-Smyth (Church of Ireland))*

The Reuilly Agreement Committee met in Lyon, France between the 23-26th November 2022 – the first in person meeting since the Edinburgh meeting in February 2020, two weeks before the first lockdown of the pandemic. The venue of the meeting was the Centre Valpre in the suburbs of Lyon, a retreat centre run by a religious community.

The Reuilly Contact group meets once a year and operates on a quinquennial cycle. The membership comprises of a co-chair from each side; a co-secretary from each side; and a representative of each of the member churches. The two original co-chairs have since retired: Bishop Stroyan and Pastor Christian Krieger have now been replaced by Bishop

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Robert Innes of the Diocese of Europe and Pastor Esther Linz of the United Reformed Churches in Alsace.Lorraine (UEPAL) The co-secretaries are Pastor Claire Sixt-Gatueille and Revd Dr Isabelle Hamley.

Members present: (The French Lutheran & Reformed Delegation (UEPAL-EPUDF); Claire Sixt-Gatueuil; Dr Jean-Gustave Hentz (UEPAL), Pastor Pierre Blanzat. United Protestant Church of France (EPUDF). Pastor Richard Cadoux Observer: Pastor Anne-Laure Danet (Federation Protestante de France).

The Anglican delegation: The Rt Rev Robert Innes, Church of England; The Ven Peter Hooper (Diocese of Europe) (Replacing the former Archdeacon Ven Meurig Williams – now a Rector in the Church of Ireland); The Rev John McLuckie, Scottish Episcopal Church (also representing the Church of Wales); Rev Dr Christine O’Dowd-Smyth, Church of Ireland; Mr Jack McDonald from the Diocese of Europe in Belgium.

The business of the meeting started on Thursday morning with Opening Worship, followed by a reading of the minutes of the previous 2021 meeting on zoom, and a reading of the “Summary of Reuilly” written by Pastor Christian Krieger (now President of the European Council of Churches). Pastor Krieger had emphasised the importance of the mutual recognition of our respective ministries; the importance of theological reflection – and that reflecting on practice informs a living theology; we must not lose the practice of reflecting theologically as well as sharing our practice.

There was a discussion around this document, circulated in French, and the future vision for the Reuilly Group. The importance, post Brexit, of maintaining and deepening relations between British churches and European churches.

We must encourage the participation of young delegates in Reuilly going forward. We should encourage our young ordinands to come and study in our respective countries and do part of their training/their placement. The importance of shared ministry was highlighted.

Lengthy discussions on the Lambeth conference and its significance for ecumenism. Different patterns of governance continue to be a barrier to unity (Episcopal governance: the French Protestant churches have a similar structure without having Bishops). There was broad agreement on the fact that ethical questions are more divisive than theological questions, such as human sexuality. The big issues are those of social justice and climate change. There was an important discussion and resolve to work on a common Reuilly liturgy.

After lunch the meeting resumed with news from the Churches.

The St Andrew’s Declaration – signed by the Scottish Episcopal Church and the Church of Scotland as an agreement of friendship. There is scope for shared ministry and closer cooperation.

The French Reformed Churches are looking at the importance of mission post -Covid. The French prefer words like “witness” and “hospitality” rather than “mission. In France there is a close link between the economic decline of a region and a decline in church attendance. There are huge economic and social problems in France, and problems of racism. The question is how to use the theological tools in order to fight against church decline? In France the explosion of civil partnerships brought the French churches to agree to bless all marriages. The question is how to be tolerant and inclusive.

The Church of England delegates discussed the document “Living in Love and Faith” on human sexuality and the importance of “disagreeing well”.

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On Friday after Morning Prayer the main theme was Cooperation in France with the shared ministry pilot sites in Lyon and Strasbourg. In Lyon there is a Church of England priest who serves part time in the Anglican chaplaincy in Lyon and halftime in the Reformed Church of France.

There was a wider discussion on how to share the CPE of priests and pastors. There is scope for shared ministerial training in new forms of mission, church planting & fresh expressions for example.

There was discussion on curates doing part of their placement in one of the other countries. Could the Anglicans become members of the French Protestant Federation?

On Friday afternoon there was a shared discussion on the political situations in Europe. There was general agreement that at the meeting of the World Council of Churches there had been a missed opportunity to discuss the situation of the churches in Europe and how to address decline?

The French delegates spoke of rising unemployment and poverty as well as social unrest and a general sense of hopelessness. Scottish & English delegates spoke of the terrible consequences of Brexit and the worsening economic and political situation in Britain. The Church of Ireland delegate spoke of the crisis in the health service and the housing crisis. There was also a discussion on the consequences of Brexit on the border between the UK & the EU on the island of Ireland. In Britain the migrant crisis is overwhelming. The C of E diocese in Europe is establishing chaplaincies in Calais dealing with the migrants.

There was agreement that the next meeting of the Reuilly contact group will be in February 2024 in Leicester.

There will be a Reuilly Group sub-committee (AL Danet; R Cadoux and C O’Dowd-Smyth) to develop a common liturgy.

There will also be moves to create a common training programme (CME)

Aim: a full and visible communion.

Friday evening, we visited the joint shared ministry project, and all is going well. Other common shared ministry pilot projects are being envisaged.

On Saturday morning the Eucharist was celebrated.

*Rev Dr Christine O’Dowd-Smyth,  
November 2022*

*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*

The next General Assembly of the Community of Protestant Churches in Europe is due to take place in 2024.

*PORVOO ([www.porvoocommunion.org](http://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).*

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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), met in person again after two years of online gatherings. The 2022 meeting took place in Tampere when the Primates in the Porvoo Communion met and marked the 25th Anniversary of the Porvoo Communion, a year after the actual anniversary. The celebration was entitled Portrait, Unity and Vulnerability.

The conference opened with papers tracing a portrait of the Porvoo Common Statement. These were prepared by Dame Mary Tanner, Rt Rev Christopher Hill, and Rev Dr Tiit Pädam, all of whom were involved in the original working out of the Porvoo agreement.

The Most Rev Stephen Cottrell, Archbishop of York, and Rt Rev Dr Olav Fykse Tveit, Presiding Bishop of the Church of Norway, introduced the theme of the role of the churches in Europe during times of tension, particularly the role of national churches. This session focused on the theme of unity.

The theme of vulnerability addressed insights and challenges from the Covid-19 pandemic. The Most Rev Dr Antje Jackelén, Archbishop of Uppsala, and Rt Rev Jorge Pina Cabral, Bishop of the Lusitanian Church offered presentations on what they have learnt for the future.

Meeting in nearby Finland, participants shared their horror at the Russian war in Ukraine. All continue to pray for peace and for a just outcome for the people of Ukraine, and for the return of stability to the whole region. At a separate session, the primates and presiding bishops agreed to send a letter to the Patriarch of Moscow, the Russian Orthodox Church,

The Porvoo contact group also met in Tampere and discussed the current situation in our churches. The group also discussed transitivity and the difficulties regarding recognition of Lutheran and Anglican pastors from churches outside the Porvoo communion.

The Church of Ireland was represented in by:  
Archbishop Michael Jackson, Anglican Co-chair of the Porvoo Contact Group

Work plan for the next three years:

October 2023: Thematic conference, Madrid, Spain.  
Life in the Eucharist / the Eucharistic life in our churches.

October 2024: Church Leaders' Consultation in Sweden.  
Environment and Eschatology - Hope for Future Generations.

October 2025: Theological Conference in Wales.  
The 1700th anniversary of the Nicene Creed (Council of Nicaea 325)

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 2022 is found on-line at:  
<https://porvoocommunion.org/prayer-diary-2022/>

*The Rev Canon Helene Tarneberg Steed  
December 2022*

**EUROPEAN AFFAIRS WORKING-GROUP**  
*Membership*

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*Vacant (Chair), Rev David White (Hon Sec), Canon Dr Ken Milne. Co-opted - Canon Adrian Empey, Ms Maxine Judge, Canon Eithne Lynch.*

While it is understandable that the attention of the Irish Churches should be focused on the Northern Ireland Protocol which is a consequence of Brexit we should be aware of the fact that the member states of the European Union have other priorities as well and our participation in the programmes of the Institute of International and European Affairs (IIEA) and the Brexit Institute at Dublin City University have enabled us to keep informed of the variety of major issues confronting the continent. High on the EU's agenda are 'the Green Deal', recovery from the economic and financial crisis earlier in this century, the increasingly assertive role of China and the turbulence created by the Russian invasion of Ukraine and immigration- all of them related in one way or another.

Where Brexit and the Protocol are concerned, we were represented, by zoom, at a webinar on 'The future of the Northern Ireland Protocol' at St Catharine's College, Cambridge, held in November 2022 under the auspices of the University of Cambridge Centre for Geopolitical Studies and the IIEA. The speakers included the former Lead Official on Brexit of the Northern Ireland Executive, the Director of the IIEA (formerly Secretary-General of the EU), and the Professor of Political Sociology at the Queen's University of Belfast. While there was some degree of difference between the speakers as to the possibility of the Protocol being achievable there seemed to be little dispute as to the facts of the situation

We participated, likewise by Zoom in the previous month, in an IIEA webinar on 'Europe's place in the World' where response to the pandemic and to the Russian war had shown the vital importance of European partnership in facing crises.

A two-day conference on 'New Generation EU' (NGEU), arranged by the Brexit Institute of DCU, took place on January 2023 at the offices of the European Parliament in Dublin. Among the themes that emerged in discussion were the problems posed by member states whose commitment to the EU's fundamental values (such as an independent judiciary and media freedom) was questioned, and, where citizens of the Republic are concerned, the concept and practice of 'neutrality. While it was stressed that the EU is not a military alliance, it was interesting to hear that, despite Brexit, the United Kingdom was still perceived, not least by the Baltic states and Poland, as an important military power, as seen in its role in the Ukrainian conflict.

*Ken Milne,  
December 2022*

### **INTER FAITH WORKING GROUP**

#### *Membership*

*Rev Suzanne Cousins (Chair), Rev Abigail Sines, Rev Christopher West (Hon. Secretary)*

The **Inter-Faith Working Group** (IFWG), with the Commission for Christian Unity and Dialogue (CCUD), seeks to serve the Church of Ireland (COI) by supporting its people and parishes in dialogue and the building of positive relationships with members of other faiths living in either jurisdiction - Ireland or Northern Ireland.

**Membership** of the Working Group was somewhat depleted in 2022, not least by the retirement of former Chairperson Bishop Kenneth Kearon, whose knowledge and leadership in matters IF-related was a great asset. Similarly, the dedicated work of the Reverend Canon Elaine Murray, former Secretary to the IFWG, is gratefully acknowledged. The Reverend Christopher West and the Reverend Abigail Sines have joined the working group in 2022 and the input of both is appreciated greatly.

**The remit** of the Working Group includes the encouragement of Christ-like, loving and informed encounter. The group seeks to keep abreast of developments and publications in the sphere of IF dialogue, in order to facilitate growth in the COI, in our abilities and confidence in everyday IF engagement. It seeks to strengthen existing good relations with other faith communities, their leaders and personnel. Additionally, it seeks to facilitate appropriate partnering with other groups and bodies which specialise in inter faith relations - in particular, the World Council of Churches' Interreligious Dialogue and Cooperation ('WCC IRDC'). In these ways, the IFWG aims to support parishes and dioceses in local inter faith engagement and in building bridges of friendship across religious difference.

In the carrying out of its remit, the IFWG bears in mind **the Mission of the Church**, as summarised in the **Five Marks of Mission** of the Anglican Communion. These "express the Anglican Communion's common commitment to, and understanding of, God's holistic and integral mission. The mission of the Church is the mission of Christ." (See <https://www.anglicancommunion.org/mission/marks-of-mission.aspx>.)

The first Mark of Mission, identified with personal evangelism at the Anglican Consultative Council in 1984 (ACC-6) is a summary of what all mission is about, because it is based on Jesus' own summary of his mission. This should be the key statement about everything we do in mission.

#### **The Five Marks of Mission**

The mission of the Church is the mission of Christ

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

(<https://www.anglicancommunion.org/mission/marks-of-mission.aspx>).

Inter Faith ministry is situated, then, in the context of the mission of the Church which is the mission of God, the *missio Dei*. The group's remit, with the CCUD, was extended in 2022 to include **concern for Refugees**, it having become uncomfortably clear that, within our structures and committees, no single group has been acting as the voice of compassion in this regard for some time. (More in relation to Sanctuary, below.)

#### **Solidarity and Publications**

Inter faith dialogue is increasingly understood as relevant to contemporary everyday life in our contexts, whether urban or rural. It is no longer seen as belonging chiefly in the academy. Rather, not least on account of demographic developments, it inhabits the public square and is a meeting of equals.

Peace-making and reconciliation, the pursuit of justice and fairness, and standing and speaking in solidarity with our brothers and sisters of other faiths and religions, are important aspects and foci of our inter faith work and witness to Christ. *Serving a Wounded World in Interreligious Solidarity: A Christian Call to Reflection and Action During COVID-19 and Beyond*, published in 2019 by WCC and the Pontifical Council for Interreligious Dialogue, continues to be pertinent to the work of IF dialogue and cooperation. The emphasis being on solidarity and justice-seeking *together* in a fractured world which is burdened with injustices and inequalities and consequent suffering. Key emphases are on dialogue as mutual service; for example, the Covid pandemic has exposed the need for solidarity and mutuality in highlighting global inequalities in access to vaccines. The IFWG commends to all members of the COI then, this readable publication,



which places IF dialogue squarely as the determined and, of necessity, courageous expressing of solidarity with oppressed or neglected communities and persons, of any faith or none.

### **Holocaust Memorial Day**

For the Christian community, the opportunity to stand in solidarity with the Jewish community in Ireland and Northern Ireland arises every year when we mark publicly our support of Holocaust Memorial Day (HMD). The COI's engagement with HMD was made explicit again this year (2023), not least through an engaging interview recorded in St Patrick's Cathedral Armagh between Archbishop John McDowell and Mrs Shirley Lennon (HMD Trust NI), through local observations in many parishes, and by means of pertinent reflections for HMD published for the COI and for Dublin City Inter Faith Forum by Archbishop Michael Jackson (see below).

#### **A REFLECTION FOR HOLOCAUST MEMORIAL DAY**

Holocaust Memorial Day reminds us every year of the importance of remembering.

We remember individuals each of whom had a life for living; we remember communities all of whom had a culture, a dignity and a vibrancy to share; we remember a people chosen by God whose place in history brought to the pinnacle of achievement the dynamic of individual and community everywhere on earth they lived.

We remember how such people were cruelly and cynically cut down – women and children and men, young and old – tortured and killed in the cause of an ideology that could not, nor would it, make room for The Other in the open space of existence.

Many of our ways of understanding human motivation have changed. Nothing can cause us to un-remember The Holocaust. Hatred of Jewish people is on the rise worldwide. We all must remain careful and caring, exercising the voice of vigilance in the face of anti-Semitism. Such anti-Semitism is a very specific and historic hate crime that takes to itself an entitlement to obliterate those whose existence it cannot tolerate and whose flourishing it cannot endure.

It is for this reason that Holocaust Memorial Day is a day for all to pause, to remember and to change our ways and our attitudes.

### **Internal publications**

The COI's *Guidelines for Inter Faith Events and Dialogue* (May 2007) is in process of being updated, the Working Group, in consultation with CCUD, having agreed that important pastoral areas such as chaplaincy in hospitals and prisons, require attention, alongside eco-focused engagement in light of the pressing need by all our communities for climate-action.

### **Networking, representation, conferences**

Prior to the outbreak of Covid-19 an attempt was made to grow our IF networks by identifying and appointing, where possible, a suitable candidate from each diocese to act as the Diocesan Inter Faith Representative. It was envisaged that these representatives would most likely, but not necessarily, be clergypersons. Their role would be to: (i), attend conferences and events organised by the IFWG; (ii), help disseminate information provided by the IFWG; and (iii), help carry the torch for IF-related matters more generally. The IFWG is now, with the help of the House of Bishops, resuming this effort.

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An **Inter Faith Scriptural Reasoning Conference** was held online on 7<sup>th</sup> June 2022 with reasonable representation and participation. The next conference is to be in-person and is planned for May 2023. This will be the first in-person conference since before the pandemic. For this, the Working Group is delighted to be collaborating with the *Sanctuary in Faith* stream of the *Places of Sanctuary Ireland* organisation.

In relation to Sanctuary, congratulations are in order to Rev Canon Elaine Murray (Diocese of Cork, Cloyne and Ross) and her parishioners for their compassionate response to the need of refugees in Ireland to find sanctuary. Carrigaline Union of Parishes was recognised as a Place of Sanctuary on 11th December 2022, when it received The Sanctuary Award. Rev Canon Murray, Rector of the Carrigaline Union of Parishes, and formerly secretary to the IFWG, is quoted on the Cork, Cloyne and Ross website as follows:

*We are delighted that we received Church of Sanctuary status on 11th December. We really hope that our parish journey will continue under the guidance of the Places of Sanctuary movement and that our efforts will make even a small difference in the lives of people seeking sanctuary in Ireland.*

A significant difference will be made, undoubtedly, to those seeking safe haven and needing to experience the hospitality and generosity of God in such real terms. The example of faithful obedience to Christ's command to reach out in love to the outcast and the stranger, acts also as a powerful example and encouragement to others to do likewise.

Last but far from least, the IFWG is grateful to the Most Reverend Dr Michael Jackson for his astute observations and contribution to this report, as follows:

It is well over a decade since The General Synod of the Church of Ireland unanimously extended the remit of The Committee for Christian Unity to become The Commission for Unity and Dialogue.

This year has seen significant anniversaries in the life of Inter Church activities in which members of The Church of Ireland have played a leading role from the outset and continue to do so.

Inter Faith concerns force themselves on us today in ways that we had never expected or predicted at the turn of the millennium, not least through elective migration and forced migration of people to Ireland South and North.

This is changing the human landscape of Ireland rapidly. This is asking new and difficult questions of those of us with inherited, settled religious status in Ireland. We are all part of this re-shaping of our societies locally and nationally and, as a church, it is important that we should be involved, sharing our Christian principles and our Christian practices with those we meet who are new to us and new to them.

Inter Faith engagement happens primarily in the workplace, in the community and in the education and healthcare sectors and increasingly within families.

What is important is that members of the Church of Ireland be equipped to contribute to the conversations, to stand for inclusive community and to stand against racial and individual intolerance and hatred.

Witness and advocacy were part of what enabled the Church of God to grow in its earliest years. They likewise enable us to grow today in a different world where we have much more say in the shaping of civic policy than the early Christians had.

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The Inter Faith Working Group takes its remit from the changing contexts in which members of the Church of Ireland live and express their faith in Jesus Christ. One of our dialogue partners is Christians of other traditions; another is the secular state and its members who, on principle, adhere to no faith; yet another is members of Faith traditions other than our own.

Members of the Church of Ireland serve on Inter Faith Fora right across the length and breadth of the thirty-two counties. Through the archbishop of Dublin and a range of other participants, the Church of Ireland is connected directly to The Anglican Communion Inter Faith Commission by virtue of consistently taking a lead in The Network for Inter Faith in Europe and North America and Canada (NIFENAC). NIFENAC meets annually and reports directly to The Commission. It is regularly hosted in The Church of Ireland Centre, DCU, by kind permission of the Director Rev Professor Anne Lodge.

The IRWG [/IFWG] cannot do all the work for the Church of Ireland on its own. It is dependent on individuals and communities of the Church of Ireland to take a leading role locally in presenting Jesus Christ and serving their community as that community of belonging changes and develops, grows and expands in embracing those who are neighbour to neighbour.

*Rev Suzanne Cousins,  
December 2022*

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### **Appendix 1 ~ Annual Church Meetings**

#### **PCI General Assembly**

The General Assembly of the Presbyterian Church in Ireland took place at Assembly Buildings, Belfast, from Wednesday 22nd – Saturday 25<sup>th</sup> June 2022. Proceedings began with the Installation of the new Moderator, the Rev Dr John Kirkpatrick, on the Wednesday evening who introduced the theme for his year in office, ‘*Grace Works.*’

General Assembly follows a pattern like the General Synod in terms of its consideration of a wide range of matters considered by its various Councils. Each presents a report on its work and there is an opportunity for members to question and debate the appended resolutions to the report. I was very impressed with the quality of speeches of contributors both in presenting or speaking to the various resolutions. There were many eloquent and powerful speeches and included some from young people. The participation of retired clergy as convenors and members is notable.

A debate following the report of the Pandemic Response (Theological, Moral and Spiritual) Task Group was very interesting and impressive. This report reviewed PCI’s response to the pandemic setting out theological, moral and spiritual principles to guide the Church in any similar situation in the future. One speaker noted something that all churches learnt from the pandemic, that ‘*community was the beating heart of church life*’.

On Friday, the Congregational Life & Witness’s (CCLW) gave a presentation entitled ‘*The Turning of the tide*’. During the presentation, the Assembly heard how congregations are emerging from the pandemic, with stories focusing on pastoral care, discipleship and leadership for this season. Moving forward, it looked at opportunities and challenges for

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youth, children's and women's ministry and unveiled new resources to help support congregations. The Council also announced a two-year listening exercise across the denomination's 19 regional presbyteries to enable it to better resource the whole church, as well as to understand the impact of the pandemic more fully.

The Saturday session, which was a new departure for the Assembly, was well attended and, in the afternoon, received a very comprehensive report from the Council for Public Affairs. This has a very wide remit and covers all aspects of the Church's engagement in the public square. Its report and debate touched all the current key issues – health, social care, the cost-of-living crisis, and devolution matters including justice and legacy issues. This included a contribution from the State Education Committee which reports on the valuable work of the Transferor Representatives' Council, which represents the interests of the Church of Ireland, Presbyterian and Methodist churches in education.

Visiting delegates are graciously permitted to speak during debates and this gave opportunity to bring the greetings of the Church of Ireland, and to offer sincere thanks for the generous hospitality provided.

*+ Ian Clogher,  
June 2022*

### **Yearly Meeting of Quakers Ireland, the Religious Society of Friends**

Dr Ken Dunn and Canon Stephen Fielding from the parish of Malone attended the Ireland Yearly Meeting of Quakers Ireland, the Religious Society of Friends. It was held in Stranmillis College Belfast from 11-14 August 2022. The meeting took the theme of 'Hope Renewal Healing' 'Do not be conformed to this world, but be transformed by the renewal of your mind.' (Romans 12:2). The in-person meeting, the first in three years due to the Covid epidemic, was also the first time it had been held in a blended format, enabling those who were unable to attend in person to do so online via Zoom. We were welcomed at the start of the session along with other inter-faith representatives. This followed a half hour of worship grounded in silence.

During the meeting various speakers contributed in person and online from as far away as the United States. Representatives from The Religious Society of Friends were also present from countries throughout Europe. Tim Gee, General Secretary of the Friends World Committee for Consultation said, 'Inter-visitation is the connective tissue of our world body of friends.' As the secretary of FWCC, he makes representations to the UN on Friends' heritage and tradition. He also spoke on initiatives to bring together the 400,000 Friends worldwide. One such initiative was enabling members to meet together online on World Quaker Day on 2nd October. The founder of the Quakers, George Fox (b. 1624) will have his 400th birthday commemorated in 2024 with birthday parties, imaginative letter writing to him and resource packs. The challenge to make a song for these celebrations was put to those present as they would be the world over. Workshops would enable this song to be written.

Ms Jaqui Stillwell the General Secretary of the Right Sharing of World Resources group based in New Hampshire shared reflections and experiences on her role and spoke of her hopes and dreams for the future.

She recounted her visit to Sierra Leone to a project funded by RSWR. This enabled local women to start a successful agricultural project on ancestral land. She remarked, 'Remember that you are loved. Sharing that love will change your life and someone else's.' RSWR was a not-for-profit Quaker organisation sharing the abundance of God's love by working for equity in partnerships around the world. She spoke of the positive change the

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grants from RSWR brought to relationships within communities bringing together people of different creeds. She concluded ‘We mustn’t let fear stop us from acting.’

This year’s Public Lecture was held in-person and in online webinar format and was entitled ‘Embodying the Quaker Testimonies in Service of a Living Planet: The Challenge of asking beautiful questions. It was delivered by Ms Lynn Finnegan, an Irish Quaker and illustrator and was described as truly inspiring and challenging. Challenging listeners to find their own way of loving the earth she reminded them that faith and action nourish each other. The Eco-Congregation Ireland Climate Justice Candle was part of candlelit worship each evening.

As part of the programme a short report was delivered on Ministry and Oversight focussing on the legacy of covid lockdowns, the ease or otherwise of speaking as the Spirit moved in an online context, how online was better for some, and the challenges of fewer at meetings.

The Quaker novelist Ms Barbara Luetke joined the meeting on Friday evening from Missouri and spoke about her recent book ‘The Kendal Sparrow’ and her motivation for writing Quaker historical novels. The novel was written to inspire younger Friends and to give them a sense of history. In the novel two young women travel to Oxford where they preached. One of them had preached in St Audeon’s in Dublin and in Cork. Taking these young lives as her inspiration for the novel she believes there is a commonality between the youth of that time and the youth of today especially with regard to the environment.

The Friends approach to their meeting was often in sharp contrast to General Synod. A novel feature, to us, was the minutes produced immediately after each session and agreed on with proposed modifications if necessary. The North/South interaction, outside the formal business, was much like General Synod but the large international attendance brought fresh insight to debate.

We both left with a much greater appreciation of silent worship as a preparation for the day’s work. A concept that could usefully be applied to General Synod.

*Canon Stephen Feilding,  
August 2022*

### **The Church in Wales’ Governing Body**

The Church in Wales’ Governing Body met during Wednesday 7<sup>th</sup> and Thursday 8<sup>th</sup> September at the most impressive International Convention Centre, Newport. Attending was a most interesting experience, especially as it was my first experience of such a meeting, other than our General Synod. The use of the Welsh language featured a lot, but thankfully we were given headsets which allowed us to hear translations into English where required.

The Governing Body of the Church in Wales meets twice annually and consists of 6 Bishops, 61 Clergy and 86 Laity. Members sat around tables encouraging more of a conference style of meeting. The Governing Body opened with Holy Communion in the meeting room, before The Archbishop of Wales delivered his Presidential Address.

During his address, Archbishop John spoke of current circumstances which included ‘post covid’ consequences, the cost of living, increasing secularism and a changing political landscape. In response to local poverty, he pledged that the Church would work with Government to alleviate its impact. The Archbishop commended some responses made by supermarkets to help people amidst difficulty, but intended to write to supermarkets to extend the range of items considered to be ‘basics’ and therefore increase the eligibility of

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products available to donate to people in need. The Archbishop believes that people of the Church are at their best when asked to do something and spoke of an simple Advent initiative for each Parish to undertake to assist people struggling this winter.

Moving on to the Church's role in making disciples, the Archbishop referred to the development of a 10 year plan for the Church in Wales. This is a work in progress, for which he was seeking the participation of the Governing Body. To assist the Church going forward, he announced RB support for Dioceses without historical investments inherited by some Dioceses and he also announced the availability of £100 million over the next 10 years to assist the Church with evangelistic opportunities.

Following the Standing Committee Report during which the Church in Wales' Dignity in Life charter was adopted, the next item on the Agenda was 'Question Time' during which pre-submitted questions were responded to by people determined to have been in a position to do so. A right of response was held by the questioner. This was a very enlightening exercise which very much helped to gain a picture of the reality of the Church in Wales at present. A Report of the Bench of Bishops was then presented offering members some insight of the discussions of the Bishops and opportunity to make comment and suggestions.

The RB Report then followed with brief discussion and remarkably all was undertaken before lunch on the first day.

For the most of the afternoon that followed, members greatly enjoyed good news stories from the Church in Wales. First there was a presentation by the Diocese of Swansea and Brecon whose scope of ministry and initiatives was most impressive. One Vicar spoke of his ministry in a very rural area which included 18 churches. Another Vicar served in an urban parish in Swansea which involved a consolidation of 3 churches into 1 and is now experiencing considerable life and growth with community engaging initiatives. A brilliant Art Project which featured consisted of beautiful paintings based upon the life, death and resurrection of Jesus which could be displayed in schools or other places to prompt discussions and explanation. We also heard of very encouraging work by the Diocesan Evangelist using rugby as an opening for speaking about our faith.

The second presentation during the same afternoon was from The Evangelism Fund which arose from a £10 million Fund established in 2018 to encourage evangelism and church growth. Recipients of allocations from this fund included Hope Street Church (Wrexham) and Citizen Church (Cardiff). In both instances we heard of amazing growth of attendance in both worship centres, which was spilling out in very positive ways into their respective Dioceses. It is even more remarkable that these churches developed in the aftermath of the Covid pandemic.

Reports from the University of Wales and The Lambeth Conference, a 'Year in Prayer' (Sept 2022 – Aug 2023) Presentation and Evening Prayer completed what was a very encouraging day.

The second day of Governing Body began with consideration of Future Plans for the Church in Wales. After Morning Devotions, the opening remarks by a representative of the RB included a belief the Church should invest in ministries that are demonstrably fruitful, with clear criteria and mechanisms to guide, and where initiatives are not working to respond. It was stressed that the RB was not to set the Agenda, but support strategies arising from the Church.

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Members then split up into discussion groups to respond to set questions relating to Growth, Buildings and Sharing Faith. Responses from members were then summarised and to be brought to meetings arranged to help develop the Church in Wales' 10 Year Plan.

Before lunch, a presentation by the Bible Society was received, reminding the Church of the story of Mary Jones, and highlighting resources available.

During the lunch break, news headlines were of raising concern for the wellbeing of HM Queen Elizabeth II. After lunch it was therefore resolved that the remainder of the business would be undertaken at a time to be determined online and that members should return home.

I would like to thank the Standing Committee for approving my visit to the Church in Wales' Governing Body. It truly was a most enjoyable experience, to which I was made profoundly welcome. I hope that insights gained will be helpful to us all.

*Malcolm Kingston,  
September 2022*

**THE CHURCH OF IRELAND COUNCIL FOR MISSION**

**REPORT 2023**

**MEMBERSHIP (JANUARY 2023)**

Rt Rev Ferran Glenfield (1)	House of Bishops / Kilmore
Rev. Tim Wright (Hon Chair) (4)	Synod
Rev Colin McConaghie (Hon Secretary) (3)	Synod
Mr Derek Neilson (Hon. Treasurer) (4)	Dublin
Ms Emma Lynch (4)	AMS
Ms Jenny Smyth (3)	AMS
Ms. Catherine Little (0)	AMS
Rev Stephen McElhinney (3)	AMS
Ms Lydia Monds (2)	Bishops' Appeal
Rev Dr Paddy McGlinchey (3)	CITI
Mr Steve Grasham (1)	CIYD
Rev Dr Laurence Graham (1)	Methodist Church (from January 2022)
Mr Thomas Stevenson (2)	Armagh
Ven. Paul Mooney (2)	Cashel
Rev Kingsley Sutton (2)	Cork
Rev Jonathan McFarland (2)	Derry and Raphoe
Rev Andrew Orr (1)	Synod
Rev Isaac Hannah. (3)	Synod (from March 2022)
Mrs Jill Lester (1)	Connor (from June 2022)
Mrs Hazel Speares (2)	Mothers' Union {temporary, from June 2022}
Mr David Frizelle (3)	Tuam, Limerick and Killaloe (from September 2022)
Rev William Jeffrey (2)	Clogher (from November 2022)

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 four times from June 2022 to January 2023. These meetings were a combination of in person in the City North Hotel and the Church of Ireland Theological Institute and online via Zoom.

**Changes in membership since January 2022**

Rev Charles McCartney (Limerick and Killaloe) stepped down from the Council in January 2022.

Very Rev Tim Wright (Meath and Kildare) and Rev Colin McConaghie (Clogher) transferred from Diocesan Reps to General Synod reps and Rev Isaac Hannah was elected as a Synod rep at the meeting of General Synod 2022.



## Church of Ireland Council for Mission – Report 2023

Mrs Jill Lester joined as Connor rep in June 2022.

Mrs Hazel Speares joined as temporary Mothers' Union rep in June 2022.

Mr David Frizelle joined as Tuam, Limerick and Killaloe rep in September 2022.

Rev William Jeffers joined as Clogher rep in November 2022.

Rev Andrew Orr was elected as a Synod rep at the meeting of General Synod 2021. Rev

Dr Laurence Graham joined the Council as Methodist rep in January 2022.

We are grateful to all of the members who have contributed to the work of the Council for Mission over the years.

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 (Tell)
2. To teach, baptise and nurture new believers (Teach)
3. To respond to human need by loving service (Tend)
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation (Transform)
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth (Treasure)

*(Bonds of Affection-1984 ACC-6 p49, Mission in a Broken World-1990 ACC-8 p101)*

### **Items for Discussion:**

#### **Council Membership**

The aim of the CFM has always been to represent the wide breadth of the Church of Ireland with representation from each Diocese alongside members elected by General Synod and representatives of the Association of Missionary Societies.

We are delighted to have filled a number of the vacant Diocesan positions in 2022 and would encourage those Dioceses that aren't currently represented to prayerfully consider nominating someone to represent them on the Council.

#### **Council for Mission Breakfast at General Synod**

We were delighted to re-launch our Mission Breakfast at general Synod 2022. The Breakfast took place in the Europa Hotel with our key speakers, Ms Lydia Monds (Bishop's Appeal) and Mr Stephen Frew (representing Eco Congregations Ireland), delivering a presentation of the missional impact of our care for the Environment. CfM also launched its video on Creation at the Breakfast.

~~In 2023 we plan to hold our Mission Breakfast on the Saturday morning of General Synod. Further details will be available prior to Synod, and we hope you can join us as we gather as partners in our mission of God's kingdom.~~

#### **Videos Highlighting the Five Marks of Mission**

At General Synod 2019 we launched the first of five videos on the 5 Marks of Mission on Proclaiming the Good News (Tell). Following delays due to the Covid pandemic we launched our videos on Discipleship (Teach) and Creation (Treasure) at General Synod last year.

These videos are available on the Church of Ireland Website under General Synod / Council for Mission, Vimeo and YouTube and the Church of Ireland Council for Mission Facebook Page.

## Church of Ireland Council for Mission – Report 2023

This year, with the continued support of the Priorities Fund, we complete the series of videos focusing on the third and fourth Marks of Mission, Christian Service (Tend) and Challenging Injustice (Transform). The videos will feature people and projects throughout the Church of Ireland and beyond whose mission, outreach and innovation is making a real difference to their communities and building God's Kingdom.

Thanks to Ms Ruth Garvey-Williams and Mr Jonny Sanlon for their professionalism and skill in creating the videos. Thank you to all who contributed to the videos and Priorities Fund for helping to fund these projects. We encourage you to share these videos in your parishes as tools for promoting and encouraging mission.

### **Internal Review**

As our work on the videos on the Five Marks on Mission comes to an end, and with a large turnover in membership since Covid, we decided as a collective that the time was right for a review of the Council seeking God's guidance as to the direction the Council should be taking over the next few years and re-assessing our own priorities.

In September Council members met in the Church of Ireland Theological Institute for a two-day residential. Ms Ruth Garvey-Williams, Christian Communications Consultant and editor of Vox Magazine, was invited to come along to facilitate our residential and help us to put some structure on the direction we should be going as a Council.

Prior to the residential members were asked to read "Five Marks of Mission: Making God's Mission Ours" by Mr Chris Wright as a help to focus our thoughts. During the two days Ruth's facilitation began with a reflection on Isaiah 61 with members being asked to focus on key phrases in the passage that spoke to them. We then began to examine where we currently are as a Council and indeed a Church in terms of mission and what needed to change for mission to become an integral part of the Church of Ireland.

By using a number of creative tools Ruth examined our strengths and weaknesses as a Council as well as exploring our priorities and potential for mission and outreach. Again, this focused not only on the Council for Mission but also the wider Church of Ireland. During the discussions we gained a deeper insight into both obstacles to mission and the opportunities to develop a wider focus on mission as a priority for the church.

The two days left us with much to digest and pray over and we want to thank Ruth for her expertise and guiding our thought process.

As we met again in November, we dedicated our entire meeting to reflecting upon what we had learnt from the residential using Ruth's findings as a catalyst for discussion. A number of proposals were put forward by Council members as to our next project(s) as a Council and also how we can continue to be a facilitator of, and a promoter of mission across the Church of Ireland and overseas.

These proposals were further discussed at our meeting in January as we began to put an action plan into place.

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The three major projects the CfM will be focusing on following our discussions:

1. The creation of a podcast promoting stories of mission from across Ireland and overseas that capture the heart of mission and will inspire others.
2. Supporting a visit from a delegate from overseas for a minimum 3-month period to both input on mission and to learn.
3. Creating an interactive Mission Map of Ireland again to highlight and promote mission on the ground across the Church of Ireland.

We would ask for your continued prayer and encouragement as we commence these new projects that they will be tools of promoting and initiating conversation around mission and inspiring others as to what is possible in their context.

The CfM exists to facilitate, encourage and promote mission activities and we trust these projects will help us to do so in new and innovative ways.

### **International Consultations**

Rev Adam Pullen and Rev Tim Wright continue to represent the Church of Ireland at the International Discipleship Forum organised by the Anglican Consultative Council. Meetings take place remotely or in person either at Church House, Westminster or Lambeth Palace. There are representatives from the Archbishops' Council of the Church of England, the Scottish Theological Institute of the Scottish Episcopal Church and St Padarn's Institute from the Church in Wales. Among other participants there are the London Institutes of Contemporary Christianity, Thy Kingdom Come, BRF, Oxford Centre for Mission and USPG.

Input was made into the committee preparing the Lambeth Calls. Post the Lambeth Conference the Group is reassessing its task.

The Church in Wales and Scottish Episcopal Church are entering structured seasons of Discipleship. Restructuring within Church House Westminster will result in some changes to the Group.

The Rt Rev Andrew Forster of Derry and Raphoe has been invited to join the Group to provide episcopal wisdom.

### **Association of Missionary Societies**

AMS Chair Stephen McElhinney shares "I have recently returned from Argentina and Uruguay and for me, the importance of organisations that allow for partnership in Mission are more important than ever. On the one hand, we are faced with a smaller global world where everyone is within reach, but on the other hand, there is a tendency for increased isolation as many local churches start the process of rebuilding confidence in re-establishing themselves following the pandemic. AMS is about helping each other do this together in the name of the Kingdom of God and the Mission it represents in Jesus."

### **CITI**

Our continued welcome at CITI is much appreciated, and provides a wonderful setting to build community at AMS and liaise with structures in the C of I Council for Mission. There are currently 4 AMS members sitting on the Council for Mission. This year AMS members

## Church of Ireland Council for Mission – Report 2023

were once again active in their contribution to the work of the Council. Present members are Ms Jenny Smyth, Ms Catherine Little, Ms Emma Lynch and Mr Stephen McElhinney. A special residential in September past will help to redefine the vision and focus of the Council for Mission going forward.

Kingdom Voices AMS decided to give a generous donation to Kingdom Voices. This was a special conference held in Belfast in following the Lambeth Conference. Eighteen Bishops and their wives attended from Africa, Asia and South America. Two special days around the Five marks of mission and a special celebration evening helped to enthuse local church leaders and others in mission. CMSI and SAMS Ireland were very grateful for the assistance that AMS was able to provide.

### **General Synod**

General Synod did not host stand space in 2022 due to Covid-19 concerns. Thus, AMS were not able to host a joint missions stand as in other years to meet church membership as we have been accustomed to doing.

The Council for Mission were however able to host the Synod Mission breakfast in the Europa Hotel for the first time in 3 years. The Council kindly agreed for AMS members to have a joint stand space at the breakfast. Approximately 40-50 were in attendance at the breakfast event.

### **Bishops' Appeal**

Following a decision by General Synod not to change the name of the Bishops Appeal; there has been a renewed emphasis at a local level to increase the awareness and activities of the BA. As yet, there has been no further dialogue between Mission agencies (some in AMS) and BA in order to consider how overseas mission practice has changed over the years and how this might inform how future funds be spent in ways which are appropriate with partners at a local level overseas.

### **Membership of AMS**

Further ongoing discussion will help keep the purpose of AMS and its membership clear.

### **Continued Ministerial Education Programme (CME)**

AMS members input into CME continues each January with a rolling 3 session program. The 2022 session supporting projects and programmes in the Global Church was facilitated by Tearfund Ireland (Emma) and CMSI (Linda). In January 2023 the session the church and Integral Mission was facilitated by Christian Aid (Ruth) and Church Army (Alan). The input has been well received by participating curates.

Finally, thank you to all the AMS members who have done so much to serve the most vulnerable in Christ's name and to keep mission on the agenda of the Church of Ireland this year. The friendship, solidarity and fellowship between AMS members strengthens all our work.

**LITURGICAL ADVISORY COMMITTEE  
REPORT 2023**

**MEMBERSHIP ELECTED 2022**

Chair – Most Rev Michael Jackson	
Vice Chair – Ven Ricky Rountree	Rev John McLoughlin
Very Rev Gerald Field (Hon. Secretary)	Rev Abigail Sines
Very Rev Susan Green	Rev Julie Bell
Rev Alan Ruffli	Rev Nigel Pierpoint
Ven Dr Peter Thompson	Very Rev Lynda Peilow
Rev Canon Peter McDowell	Mrs Jacqueline Mullen
Rev Adrian Dorrian	Mr John Morris

**Co-opted Members:**

Ven Ricky Rountree	Rev Dr Michael Kennedy
Rev Canon Gary Hastings	

**Consultants:**

Ms Rachael Murphy  
The Rev Andrew Neill  
Mr Bryan Whelan

**Church of Ireland Theological Institute Observer:**

Dr Bridget Nichols (2017)

**Church of Ireland Theological Institute Student Observer:**

Mr Cameron Mack (2022)

**Methodist Church Observer:**

Rev Ruth Patterson (2017)

**EXECUTIVE SUMMARY:**

Since the last Report the Committee has met twice online, a one day meeting and in a residential two-day setting.

The objectives for the coming year will be:

- to assist with the provision of resources for encouraging children's engagement with and participation in worship;
- to provide new prayers and resources for the 18-35 age group;
- to continue making available liturgical resources online and to improve access to them;
- to continue developing bi-lingual liturgical resources in collaboration with *Cumann Gaelach na hEaglaise*;
- to provide liturgical material as and when requested by other committees of the Synod and wider Church of Ireland organisations.

**REPORT:**

The past year has seen the production of further liturgical resources in online and printed format. Key projects have been:

- Publication in print of the Service of Prayer and Naming and the Funeral Service in Cases of Stillbirth and Neonatal Death;
- Publication in print of the Collects of the Word, Years A, B & C in a single volume;
- Provision online of services and resources for use in cases of Sudden or Unexpected Death;
- Online publication of services and resources for use in Creation-tide;
- Provision online of Prayers for Use in a Time of War in the Ukraine;
- Provision of a bilingual welcome card in English and Ukrainian on an A5 card;
- Provision of prayers around issues of social justice and concern for CASC;
- Provision of resources for the Platinum Jubilee of Queen Elizabeth II;
- Prayers and resources following the death of Queen Elizabeth II;
- Prayers and resources marking the Coronation of King Charles III;
- Continued expansion of services marking Celtic Commemorations/Local Saints.

Three of the existing sub-committees of the LAC were reviewed during the year (Resources, Music and Children's Ministry) so as to include newly elected members and to bring in some expertise from some temporary consultants with specialist skills in various fields. Our thanks to the Revd Andrew Neill and Ms Rachael Murphy for agreeing to assist the Children's Ministry sub-committee with their work. We are also grateful to Ms Lydia Monds for her work with this group in recent years.

The Digital Electronic and Typesetting sub-committee has been reconstituted in order to spread wider the very significant workload involved in this area of the Committee's work. We are grateful to Mr Bryan Whelan, Assistant Librarian at the RCB Library who has agreed to assist the group with its work.

**FUTURE PLANS:**

Our future plans include:

- The provision of resources for any remaining historic centenary celebrations as may be requested by the Historic Centenaries Working Group;
- A full re-development of the worship section of the website;
- Working with our Children's Ministry Sub-committee and the Rev Julie Bell on the provision of a major new resource to support liturgical ministry with children, including a resource for daily prayer in the home to be used by families;
- New prayers and resources for the 18-35 age group which will address issues such as:
  - Homelessness
  - War
  - Family life
  - Education
  - Affording a house
  - Energy costs
  - Unemployment
  - Health (mental and physical)
  - Gender issues
  - Domestic coercive control/violence
  - Sustainability and Environment Food, including plant based.
  - Social media – trolling, harassment, misinformation (false news) pornography etc.

It is intended to consult widely across the church, including with third-level chaplains, the Church of Ireland Youth Department, material already existing in the Church of England and the Methodist Church in Ireland's 'Big House' project.

- Seek advice from those with expertise in the area of interfaith dialogue with a view to providing liturgical resources for occasions of interfaith worship.
- Renew contact with Diocesan Liturgical Officers and create opportunities to update them on new materials available and their intended usage.
- Furthering the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts
- Seek leave to introduce a Bill clarifying in the Table of Readings in the Book of Common Prayer as to when Remembrance Sunday should be observed.
- Request the Presbyterian Church in Ireland to nominate a new observer.

The Liturgical Advisory Committee is always open to suggestions as to what resources might be needed to support ministry in parishes, chaplaincies and other ministries both in terms of resources for public worship and for private prayer in the home. The Honorary Secretary can be contacted by email at [honsec.lac@gmail.com](mailto:honsec.lac@gmail.com)

**COMMISSION ON MINISTRY**

**REPORT 2023**

**Membership (March 2023)**

<i>House of Bishops</i> The Rt Rev David McClay (Chair)	<i>Standing Committee</i> Ven Barry Forde
<i>General Synod - Clerical</i> Ven Elizabeth Cairns Very Rev Paul Draper Rev Rob Jones	<i>Pensions Board</i> Ms Judith Peters
<i>General Synod - Lay</i> Captain George Newell VACANT VACANT	<i>The Representative Church Body</i> Ms Hazel Corrigan Very Rev Nigel Crossey
<i>Director of Theological Institute</i> Rev Canon Dr Maurice Elliott	<i>Honorary Secretaries</i> Rev Canon Gillian Wharton
<i>Co-opted</i> Rev Emma Carson	<i>Central Director of Ordinands</i> Very Rev Lynda Peilow
	<i>In Attendance</i> Dr Nicole Gallagher

**Membership**

The sincere thanks and appreciation of the Commission goes to Mrs Ruth Galbraith and Mrs Heather Carson, both of whom stepped down from their membership of the Commission towards the end of this past year.

Thanks must also be paid to Dr Catherine Smith who acted as secretary to the Commission during her time as Synod Officer and who left this position during the year to take up a new role at the Church's Ministry of Healing: Ireland. The Commission wishes Dr Smith well in her new position.

**Report**

The following represent some of the topics that the Commission is currently exploring, and on which it would be glad to hear from members.

**Advent Retreat**

The Commission's sixth Advent retreat, 'The Light Shines in the Darkness', was held from the 10<sup>th</sup>-12<sup>th</sup> November at Mount Saint Anne's Retreat Centre, outside Portarlinton in Co. Laois. This was the first 'in person' Advent retreat to be held since the pandemic. It was facilitated by the Church's Ministry of Healing: Ireland and the speaker was Ms Carol

## Commission on Ministry – Report 2023

Casey. After a number of last-minute cancellations due to illness, ten people attended and feedback was very positive. Owing to the success of the 2022 retreat, the Commission has asked CMH:I to facilitate the next Advent retreat in 2023.

### **Nurturing Vocations**

In January, the Commission organised a vocations retreat for those exploring a call to ordained ministry. It was held in the Dromantine Retreat and Conference Centre outside Newry and the guest speaker was the Rt Rev Dr Jill Duff, Bishop of Lancaster. Thanks to the Very Rev Lynda Peilow, the Central Director of Ordinands, and Mrs Judy Peters for their efforts in organising this retreat and to Bishop McClay for organising the speaker.

### **The Burden of Compliance and Administration on Parishes**

Over the past year, the Commission has become increasingly aware of the burden of compliance that is currently being placed on parishes around the entirety of the Church of Ireland. It is felt that the majority of this work often falls on the shoulders of the clergy who already find themselves stretched from an administrative point of view. Therefore, in November, a sub-group from the Commission met with Mrs Janet Maxwell to voice their concerns and it was agreed that this is a conversation which needs to be heard more widely and that the issue of the difficulty of parishes meeting all compliance needs would be put on the agendas of the House of Bishops, the Representative Body and Standing Committee. It is the recommendation of the Commission that the Representative Church Body put in place a central compliance officer and that Diocesan Councils put in place a diocesan compliance officer, either in a paid or voluntary capacity, to support parishes in matters of compliance. The Commission also requests that the central Church makes parishes in the republic of Ireland aware of the fact that the Charities Regulator and other private companies are available to hire by parishes to ensure they are totally compliant.

### **Clergy Wellbeing**

The subject of clergy wellbeing has become a frequent feature on the agendas of the Commission on Ministry this past year. The Commission was delighted to be joined at their November meeting by the RCB HR Manager, Mr Eddie Hallissey, who provided the group with information on the central supports which have been set up to support clergy including the Clergy Assistance Fund which has been set up to provide support to clergy and their spouses who may be struggling with their mental health, the Clergy Permanent Health Insurance Policy and the Clergy Parental Sabbatical Policy. While these schemes are proving to be very successful and are welcome supports to those who fit the criteria, the Commission is continuing to discuss ways in which more support can be given to, not just members of the clergy, but also to other groups such as diocesan employees, for example.

The wellbeing of part-time stipendiary clerics has also been a topic of heavy discussion over the past year. The Commission realises that sometimes unrealistic expectations are placed on part-time clerics, both by their diocese and by the parish in which they serve. Therefore, the Commission on Ministry urges each diocese to ensure the fair remuneration of their part-time stipendiary clerics and that parishes, dioceses and clerics maintain realistic expectations of what is expected of part-time clergy.



## Commission on Ministry – Report 2023

The Commission has also had a number of discussions regarding the benefits surrounding clerical sabbatical leave and research was undertaken regarding sabbatical policies in place in the various dioceses as well as in the Methodist and Presbyterian churches. Given that some dioceses do not currently have a policy in place for sabbatical leave, the Commission recommends that every diocese establish such a policy which should then be reviewed regularly. The Commission also encourages diocesan bishops to encourage clergy to take time off at a certain point of their ministry to attend retreats or mid-career courses as a source of continual professional development and spiritual/emotional refreshment.

### **Pioneer Ministry**

After a considerable number of years spent laying a solid foundation to take forward the work of Pioneer Ministry across all the Church of Ireland, Pioneer Ministry was given an official launch at a special service in St Patrick's Cathedral on Sunday 5th February. The Pioneer leadership team, led by Rev Rob Jones, was also commissioned at this service.

### **Rural Ministry**

The subject of rural ministry has been on the agenda of the Commission on Ministry over the past year. The Commission recognizes that, although some clerics who serve in a rural context face the challenge of isolation, ministering in a rural context also opens the door to the exploration of team ministry. It is the hope of the commission over the next year to engage with clerics who minister in rural communities so that they can speak about their ministry and how they feel they could be better supported.

### **Tenure**

The Commission on Ministry has expended considerable time and energy on the issue of clergy tenure, particularly in those difficult situations whereby it is clear to all that an intractable breakdown has occurred (see Commission on Ministry Report to General Synod 2018). It is the view of the Commission that:

- (a) There is insufficient clarity on the definition of offences under VIII.25 and
- (b) There is insufficient clarity on the processes to be followed to address potential offences prior to a formal disciplinary process (VIII.19).
- (c) Further, there is no process prescribed to address the particular circumstances when it is apparent to the bishop, diocese, and parish that a potentially intractable breakdown in relationships has occurred, but where it is neither appropriate nor desirable to make a charge based on an 'ecclesiastical offence'. The nomination process requires all four parties – bishop, diocesan nominators, parish nominators and clergy – to make an appointment on the premise that this is for the good of all. However, when potential intractable breakdown arises the Constitution appears to secure the tenure of the clergy over and above, or even against, the will and interests of all other parties – bishop, diocese, and parish.
- (d) Conversely, nothing is prescribed that would indicate that any person other than the member of the clergy might be deprived of any right, role, or position within the church, even if they bear considerable responsibility for the impasse.
- (e) There is a lack of confidence that the formal processes, once enacted, will attend to the complaint in a timely and productive manner.

## Commission on Ministry – Report 2023

The Commission offers the reflections and overview contained in this Report to the proposed Select Committee to Review Clergy Tenure the following tentative recommendations:

- a) That the Select Committee keep a narrow focus on the grounds and processes relating to those specific cases of offence and breakdown, acknowledging that wider issues may exist in relation to CPD, Ministry Review, and even tied housing.
- b) That clear processes, with timelines, be established as steps or stages for ‘pastoral resolution’.
- c) That consideration be given to the relationship between stipend, office, and duties, along with a clearer understanding of duties.
- d) That definition be given to the range of Ecclesiastical Offences under VIII.25.
- e) That the potential for confusion that exists whereby a complaint is also grounds for a Dignity in Church Life issue be addressed.
- f) That an alternative process be established to address situations of pastoral breakdown in which recourse to disciplinary processes on the grounds of ecclesiastical offence are not appropriate.
- g) That the matter of licenses with a specific duration of tenure for other roles (chaplain, priest-in-charge) be made more explicit, confirming that tenure will cease at the end of the licence, and that said roles are also subject to the disciplinary processes of Chapter VIII.
- h) That consideration be given to what redress or sanction be applied to parties who bring a complaint where such complaint is not substantiated yet causes considerable harm to the member of the clergy.

The Commission wishes the Select Committee well in its deliberations and will offer its support should it ever be required.

### **Legislation**

The Commission is bringing a motion to General Synod this year on foot of work delegated to the Commission following a review of the Commission on Episcopal Ministry and Structures (CEMS). One proposal that arose out of CEMS was that the appointment of an Archdeacon might be tied to that of the Bishop. The Commission canvassed the views of Bishops and Archdeacons on a number of options and now seeks to offer members of Synod the opportunity to give an indication of the option or options they might prefer should formal legislation be brought to Synod. The ‘mind of Synod’ will not be binding on any future Synod or proposal, but will offer an opportunity for open discussion without a ‘final decision’ at this Synod, and will direct the future work of the Commission. The options for consideration are:

- 1) Linking the tenure of an Archdeacon to that of the appointing Bishop;
- 2) Having the tenure of an Archdeacon be a standard fixed term;

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- 3) Having the tenure of an Archdeacon agreed upon between the appointing Bishop and his/her new Archdeacon at the time of his/her appointment;
- 4) No change necessary and no further action required.

**CHURCH OF IRELAND MARRIAGE COUNCIL**

**REPORT 2023**

**MEMBERSHIP**

*Appointed by the House of Bishops*

Member of the House of Bishops: Most Rev Pat Storey (Bishop of Meath & Kildare)

*Elected by General Synod*

Rev Jonathan Campbell-Smyth (Chairperson)	Rev Emma Rutherford
Rev Canon Nicola Halford	Rev James Boyd
Rev Ian Linton	Mrs Patsy Devoy
Ms Dianne Morris	

*In Attendance*

Ms Aisling Sheridan (Administrative Secretary)

*Proposed New Member*

Ms Kay Clarke

**New Initiatives**

Due to the Covid-19 pandemic, there has been increased need for couples counselling and an awareness that it is not just married couples who need counselling services. In discussion with *Túsla*, it was agreed in 2021 that their funding allocation be expanded to cover all couples and also marriage preparation.

In 2023, the Council plans to roll out a new communications strategy designed to increase awareness of the subsidised counselling services which the Council operates in conjunction with TUSLA. This will include the preparation of a short video on its counselling and marriage preparation services, featuring some of the counsellors on its panel and couples who have benefitted from its services, which will be shown at diocesan Synods and at General Synod 2023. The Council will also be producing a new leaflet which will also be available at Synods and widely available in parishes.

**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. **We would encourage clergy and church leaders to get in touch with the Council to access these funds.** If these funds are not accessed, then there is a danger that external funds may not be available in the future.

The Marriage Council is also looking into helping Northern Ireland clergy to find organisations that will assist with marriage preparation.

Most counsellors have been making their services available online since the Covid-19 pandemic. The Council is planning to meet with all counsellors to provide support for

## Church of Ireland Marriage Council – Report 2023

them to meet with couples. In addition to marriage support, some counsellors are available to lead couples through marriage preparation in collaboration with clergy.

### The current group of counsellors used is:

- Mr Brian Griffin (Dublin)
- Ms Dianne Morris (Dublin)
- Ms Shona Rusk (Dublin)
- Ms Heather James (South East)
- Ms Sylvia Helen (Cork)
- Mr Shawn Jamieson (South West)
- Ms Lynne Heber (Belfast)
- Ms Ali Knight (Coleraine)
- Care In Crisis (Armagh)
- Christian Guidelines (Down, Fermanagh & Tyrone)

Whilst these counselling services are available, the Council is very much dependent on clergy and those who support couples to refer them to counsellors. The Council therefore encourages General Synod to promote the use of marriage counsellors in their local parish contexts. Copies of the Council's new leaflet on marriage counselling are available at Reception and from [aisling.sheridan@rcbdub.org](mailto:aisling.sheridan@rcbdub.org).

### **Marriage Council External Funding**

Although *Túsla* have once again provided funding towards marriage counselling, and indeed have allocated an increased grant, we have seen substantial cuts over the years. 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.

Also, initial investigations have begun to seek funding streams in Northern Ireland to support couples through counselling who are experiencing financial difficulties.

### **Ordinands Evenings in Conjunction with CITI**

In February and March, the Marriage Council led two evenings on the work of the Council and supporting couples in their relationships. Rev James Boyd and Rev Emma Rutherford facilitated the evening in NI and Ms Dianne Morris facilitated the event in RoI. Both evenings were very successful and provided excellent insights for both the Marriage Council and ordinands.

### **Resourcing Clergy and Church Leaders**

In April 2023 the Marriage Council began a 7-week marriage support online course, facilitated by Rev Jonathan Campbell-Smyth and his wife Alison.

### **New Member**

We propose Ms Kay Clarke as a new member of the Marriage Council.