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\* The reports of the Church of Ireland Clergy Pensions Trustee Limited (page 117) and the Church of Ireland Pensions Board (page 146) are incorporated into the Report of the Representative Church Body.

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**CHURCH OF IRELAND**

**THE REPRESENTATIVE CHURCH BODY**

**REPORT 2013**

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## THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

### Chairman

The Most Rev Richard Clarke, Archbishop of Armagh



The Most Rev  
Richard Clarke

### Committee Chairpersons

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

### Chief Officer and Secretary

Mr Adrian Clements

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

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

### Office

Church of Ireland House  
Church Avenue  
Rathmines Dublin 6

Tel 01-4978422 Fax 01-4978821  
Email [office@rcbdub.org](mailto:office@rcbdub.org)  
Website [www.rcb.ireland.anglican.org](http://www.rcb.ireland.anglican.org)

### Library

Braemor Park  
Churchtown  
Dublin 14

Tel 01-4923979  
Fax 01-4924770  
Email [library@ireland.anglican.org](mailto:library@ireland.anglican.org)

## THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

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

The Representative Body is composed of the following sixty members. The recorded attendance of each at the four meetings of the Representative Body held during the year 2012 is denoted by the figure placed before each name.

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

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

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\* from December 2012 (formerly Bishop of Meath and Kildare), in place of Most Rev Alan Harper (retired)

† due to the resignation of Rt Rev Kenneth Clarke in December 2012

## B Elected members (36)

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

- |                            |   |  |
|----------------------------|---|--|
| Armagh                     | 2 | Ven Raymond Hoey, The Rectory, 2 Maytown Road, Bessbrook, Co Down BT35 7LY (2015)            |
|                            | 3 | Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone BT71 5LL (2013)                  |
|                            | 2 | Mrs Jane Leighton, 14 Drumbeemore Road, Armagh BT60 1HP (2014)                               |
| Clogher                    | 1 | Rev Canon Bryan Kerr, The Rectory, Faughard, Lisbellaw, Co Fermanagh BT94 5ES (2015)*        |
|                            | 4 | Mr William Allen, Aughnahinch, Newtownbutler, Co Fermanagh BT92 8LU (2013)                   |
|                            | 3 | Mr John Keating, Kilturk West, Newtownbutler BT92 2BS, Co Fermanagh (2014)                   |
| Derry and Raphoe           | 1 | Rev Canon Henry Gilmore, The Rectory, Ramelton, Letterkenny, Co Donegal (2014)†              |
|                            | 4 | Mr Robert Pollock, 77 Edenderry Road, Omagh, Co Tyrone BT79 0NP (2015)                       |
|                            | 4 | Mr Sydney Gamble, 14 Spruce Road, Dysart, Strabane, Co Tyrone (2013)                         |
| Down and Dromore           | 4 | Ven Philip Patterson, 69 Church Road, Newtownbreda, Belfast BT8 7AN (2015)                   |
|                            | 2 | Mr Albert Wilson, 11 Ballymoney Road, Banbridge, Co Down BT32 4DS (2013)                     |
|                            | 4 | Mr Trevor Douglas, 7 Rampark, Dromore Road, Lurgan, Co Armagh BT66 7JH (2014)                |
| Connor                     | 3 | Very Rev John Mann, The Deanery, 5 Deramore Drive, Belfast BT9 5JQ (2015)                    |
|                            | 2 | Mr Robert Kay, 2 Brookvale Terrace, Portrush, Co Antrim BT56 8EY (2013)                      |
|                            | 4 | Mr John Wallace, The Hermitage, 7 Ahoghill Road, Randalstown, Co Antrim BT41 3BJ (2014)      |
| Kilmore, Elphin and Ardagh | 2 | Ven Craig McCauley, The Rectory, Virginia, Co Cavan (2014)                                   |
|                            | 4 | Miss Maud Cunningham, Clonatumpher, Florencecourt, Enniskillen, Co Fermanagh BT92 1BA (2015) |
|                            | 2 | Mr Kenneth Davis, Aughafad, Longford (2013)  |
| Tuam, Killala and Achonry  | 4 | Very Rev Alistair Grimason, The Deanery, Deanery Place, Cong, Co Mayo (2014)                 |
|                            | 2 | Prof Paul Johnston, Luimnagh West, Corrandulla, Co Galway (2015)                             |
|                            | 4 | Mr Ben Bradish, Frenchfort, Oranmore, Co Galway (2013)                                       |

\* elected October 2012 in place of Ven Cecil Pringle (retired)

† elected December 2012 in place of Ven Donald McLean (retired)

## The Representative Church Body – Report 2013

Dublin and Glendalough	3	Ven David Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2015)
	4	Mr Robert Neill, Killegar Park, Enniskerry, Co Wicklow (2013)
	4	Mr Geoffrey Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2014)
Meath and Kildare	4	Ven Leslie Stevenson, The Rectory, Portarlinton, Co Laois (2015)
	2	Mr Ronald Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2013)
	1	Mr Kevin Bowers, Springwood, 2 Narrowways, Bettystown, Co Meath (2014)*
Cashel and Ossory	4	Ven Christopher Long, The Rectory, St John's, Enniscorthy, Co Wexford (2014)
	2	Mr Peter Clifton-Brown, Ballinamona House, Cashel, Co Tipperary (2015)
	2	Mr Charles Galloway, The Old Cottage, Raheen, Kilmeaden, Co Waterford (2013)
Cork, Cloyne and Ross	3	Ven Robin Bantry White, Moviddy Rectory, Aherla, Co Cork (2014)
	2	Mr Keith Roberts, Corran, Ferney Road, Carrigaline, Co Cork (2015)
	3	Mr John Stanley, Scart House, Belgooly, Co Cork (2013)
Limerick and Killaloe	4	Rev Canon Robert Warren, Taney Rectory, 6 Stoney Road, Dundrum, Dublin 14 (2014)
	4	Mrs Lorna Gleasure, Phoenix Farm, Kilflynn, Tralee, Co Kerry (2015)
	2	Mr Roy Benson, Templehollow, Killaloe, Co Clare (2013)

### C Co-opted Members (12)

2	Rev Andrew Forster, The Rectory, 26 Circular Road, Dungannon BT71 6BE, Co Tyrone (2014)
3	Mr Terence Forsyth, 3 Hainault Lawn, Dublin 18 (2013)
4	Mr Samuel Harper, Cramer's Grove, Kilkenny, Co Kilkenny (2014)
0	Mr Lyndon MacCann SC, 2 Knapton Terrace, Dun Laoghaire, Co Dublin (2015)†
3	Mr Tim McCormick, 13 Ontario Terrace, Dublin 6 (2014)
4	Mr William Oliver, Exorna House, Castlerock, Co Londonderry BT51 4UA (2014)
1	Mrs Judith Peters, The Deanery, Rosscarbery, Co Cork (2013)
3	Ms Hilary Prentice, Wayside Cottage, Drummin West, Delgany, Co Wicklow (2015)†
3	Canon Graham Richards, 32 St Alban's Park, Dublin 4 (2015)†
3	Mr Henry Saville, 22 Church Road, Boardmills, Lisburn BT27 6UP (2015)†
1	Mr David Smith, Knockleigha, Shaw's Bridge, Co Down BT8 8JS (2015)†
4	Mr Michael Webb, 2 Mount Salus, Knocknacree Road, Dalkey, Co Dublin (2013)

The following co-opted members retire in May 2013:

Mr Terence Forsyth  
Mrs Judith Peters  
Mr Michael Webb

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

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\* elected October 2012 in place of Mr Gerald Potterton (retired)

† eligible to attend three meetings maximum due to triennial retirement as co-opted member (re-elected May 2012)

## 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 ends in September 2013. Membership details, together with numbers of meetings held and record of attendances for the year 2012 are shown below. The Chairpersons were appointed in September 2011 for a two year period.

### EXECUTIVE COMMITTEE

(8 meetings)

Mr Robert Neill (8)  
(Chair)



Mr Robert Neill

Most Rev Richard Clarke*	(6)	Rev Andrew Forster	(6)
Most Rev Michael Jackson	(7)	Very Rev John Mann‡	(0)
Rt Rev Paul Colton†	(0)	Ven Robin Bantry White	(8)
Canon Graham Richards	(8)	Mr Terence Forsyth	(8)
Mr Henry Saville	(8)	Mr Lyndon MacCann SC	(4)
Mr Robert Kay	(8)	Mr Geoffrey Perrin	(8)
Mr William Oliver	(8)	Mr Michael Webb	(6)

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

The Archbishops and the Chairpersons of the Allocations, Investment, Property and Stipends Committees are *ex officio* members of the Executive Committee. Mr Samuel Harper attends Executive Committee meetings as an Honorary Secretary of the General Synod. Mr Sydney Gamble on retiring from the Chair in September 2011 was appointed Adviser to the Executive Committee until September 2013.

#### 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.”*

- \* *ex officio* member from December 2012, in place of Most Rev Alan Harper (retired)  
† elected March 2013 in place of Most Rev Richard Clarke (now *ex officio* member)  
‡ elected December 2012 in place of Ven Cecil Pringle (retired)

## ALLOCATIONS COMMITTEE

(3 meetings)

Canon Graham Richards (3)  
(Chair)



Canon Graham Richards

Most Rev Richard Clarke*	(0)	Rev Andrew Forster	(3)
Mr Kenneth Davis	(3)	Mr John Stanley	(3)

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

## INVESTMENT COMMITTEE

(7 meetings)

Mr Henry Saville (7)  
(Chair)



Mr Henry Saville

Mr Roy Benson	(6)	Ms Hilary Prentice	(5)
Mr Terence Forsyth	(6)	Mr David Smith	(7)
Mr Tim McCormick	(7)	Mr John Wallace	(7)

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

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\* elected March 2013 in place of Most Rev Alan Harper (retired)

### PROPERTY COMMITTEE

(5 meetings)

Mr Robert Kay (5)  
(Chair)



Mr Robert Kay

Mr William Allen	(2)	Mr Trevor Douglas*	(0)
Mr Peter Clifton-Brown	(5)	Mrs Jane Leighton	(3)
Mr Ronald Colton	(5)	Mr Keith Roberts	(4)
Miss Maud Cunningham	(5)	Rev Canon Robert Warren	(4)

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

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

### STIPENDS COMMITTEE

(2 meetings)

Mr William Oliver (2)  
(Chair)



Mr William Oliver

Rt Rev Paul Colton	(2)	Ven Philip Patterson†	(0)
Mrs Lorna Gleasure	(2)	Mr Geoffrey Perrin	(2)
Prof Paul Johnston	(1)	Ven David Pierpoint	(2)
Mrs Jane Leighton	(1)	Vacant	

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.

\* elected September 2012 in place of Ven Donald McLean (retired)

† elected September 2012 in place of Ven Donald McLean (retired)

## **LIBRARY AND ARCHIVES COMMITTEE**



Mr Michael Webb

(3 meetings)

Mr Michael Webb (3)  
(Chair)

Rt Rev John McDowell*	(0)	Rt Rev Patrick Rooke	(3)
Very Rev John Mann	(2)	Ven Robin Bantry White	(1)
Advisory Members	–	Mrs Valerie Coghlan	(0)
		– Rev Dr Maurice Elliott	(2)
		– Rev Dr Adrian Empey	(2)
		– Dr Kenneth Milne	(3)

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



## **LEGAL ADVISORY COMMITTEE**

(0 meetings)

Mr Lyndon MacCann SC  
(Chair)

Mr Lyndon MacCann

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

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

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\* elected March 2013 in place of Most Rev Richard Clarke (retired)

**AUDIT COMMITTEE**

(3 meetings)

Mr Henry Saville (3)  
(Chair)



Mr Henry Saville

Mr Roy Benson	(3)	Mr Robert Pollock	(3)
Mr Ben Bradish	(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 and the audit process. The Committee meets twice yearly with the auditors, PricewaterhouseCoopers, to review the scope of the audit programme prior to audit, the outcomes for the year when the audit is completed and any issues arising from the audit.

## **INTRODUCTION**

### **The Representative Church Body and its report**

The report of the Representative Church Body (RCB) to General Synod presents in words and in financial statements a picture of the activities of the RCB in the year. It is intended to outline for General Synod the delivery by the RCB of its trustee responsibility for the Church of Ireland, and to give a flavour of how this is achieved and the main influencing factors.

The RCB was established in 1870 to provide a central trustee for the Church at the time of the disestablishment of the Church of Ireland. It was set up by Act of Parliament as an incorporated trust, to enable the material property of the Church to be managed and sustained for the general benefit of the Church, under the guidance of an incorporated body of the bishops and Church members elected by the dioceses for that purpose, responsible to General Synod.

### **Trustee responsibilities**

The foresight of the legislators of the time is highlighted in this generation when problems of governance and structure appear elsewhere as a result of the management of assets and responsibilities by transient trusts with changing trustee membership, and as charity regulation is being introduced in both parts of Ireland with an increasing burden of responsibility and liability falling on individual trustees of unincorporated trusts.

The RCB is trustee for thousands of properties throughout the island of Ireland, being nearly all churches and rectories, and most church halls and other church buildings. It is also trustee for in the region of thirty thousand financial trusts. Each of these properties and trusts is managed strictly according to its individual terms of trust, and according to regulations laid down by General Synod, within the laws of the respective jurisdiction.

In the past five years, income earned by the funds of trusts held by the RCB for parishes and dioceses, and interest earned on deposits held for them, has amounted to €48.4m in euro terms. All of this is made available to the beneficial owners of the funds and assists in enabling the work of the Church to be maintained.

### **General Funds**

General Funds are held by the RCB for the benefit of the whole Church, and specifically to support the ministry of the Church, as may be defined, within their terms of trust, by General Synod. General Funds Employed recovered somewhat in value from a low point of €140.5m in 2011 to €152.7m at year end 2012, but are still very substantially short of the value of €217.7m attained in 2007, without accounting for the effects of inflation in the interim.

However, allocations from General Funds towards the costs of clergy training, the episcopacy, governance and other central Church costs have, in the years 2008 to 2012, sustained the work of the Church to the extent of €23.9m. Without such capability, these monies would have had to be found by the Church in the parishes. More detailed analysis of performance and expenditure is shown in the body of this report.

## **Other activities**

In addition to its property and financial asset trustee responsibilities, the RCB provides a central administrative function for the Church consisting, amongst other things, of support for General Synod and its committees, clergy pensions and stipend administration, the collection and disbursement of Gift Aid for many Northern Ireland parishes, the provision of the RCB Library and associated services and legal support to and for the Church at the centre, and as required at parish level.

## **Clergy pensions**

Much of the report of the RCB this year is absorbed by matters relating to clergy pensions. The RCB is the legally recognised ‘sponsor’ of the Clergy Pensions Fund (CPF), which is a multi-employer scheme, and is the sole member of the Church of Ireland Clergy Pensions Trustee Limited, trustee to the CPF. The RCB has continued and continues to regard proper pension provision for stipendiary clergy as being a critical responsibility for the Church and its people, supported and facilitated by the RCB. In what is a hostile environment for defined benefit pension schemes in both jurisdictions, plans have been formulated which it is believed provide an equitable and sustainable model for the future, and these are set out in detail in the report.

## **Archbishop Alan Harper**

Archbishop Alan Harper in June 2012 announced his intention to retire as Primate at the end of September 2012. As Primate he was Chairman of the RCB, having served on the RCB and its committees for thirteen years, including as Bishop of Connor. He strove always for the good and in the best interests of the Church, and as Chairman provided calm and wise leadership. The RCB’s best wishes go to him and to Mrs Harper for a long and happy retirement.

## **Acknowledgements and thanks**

The membership of the RCB and its committees comprises clergy and lay volunteers who give greatly of their time and expertise and without whom the work of the RCB could not be achieved. Recognition of the commitment of volunteer lay members was evidenced when, in 2012, Mr Graham Richards, a tireless Church worker and a long-standing member of the RCB and its Executive Committee and Chairman over the years of several RCB sub-committees, was honoured by being installed as a lay Canon of Armagh Cathedral.

The work of the RCB and General Synod is supported by the staff in Church House, Dublin and Belfast, and in the RCB Library, and their dedication is much valued by the Representative Body. After fifteen years of committed service, ten of which were in the role of Chief Officer and Secretary, Mr Denis Reardon retired in 2012.

## **Change in accounts format**

The format of the financial statements in use for many years was changed in 2011 to reflect the convergence of Accounting Standards and the emergence of reporting requirements for charities such as the Representative Body.

The financial statements are shown in separate columnar format representing the activities of various entities. The nature of the underlying activities is explained in the preparation statement shown in Note 1 to the financial statements.

### **General Funds outturn for year ended 31 December 2012 and outlook**

In the Statement of Financial Activities for 2012 the outturn for the year shows a decrease in resources, before gains and losses, of €5.67m. Recognised gains, less losses on investment assets, together with other transfers, total €17.84m, making a net gain in funds of €12.17m. Both equity and bond markets were strong in 2012 reflecting a recovery from 2011 levels. The improvement in General Fund values during 2012 should be viewed in the context of the dramatic fall in value since the high recorded in 2007. The loss of value sustained by General Funds since these highs has diminished the capability of General Funds in the future to support the activities of the wider Church. For this reason focus in the short to medium term will be on rebuilding the resource represented by General Funds.

### **Reserve policy**

The Representative Church Body's reserve policy is to set spending at a level to maintain funding to sustain the activities of the wider Church while preserving the capital base.

The annual budget commitment is set by reference to a five-year weighted average of the value of General Funds in order to smooth the effect of short-term volatility. The Representative Church Body has set the long-term spending policy as committing 3.5% of the five-year weighted average value of General Funds to support Church activities while preserving 0.5% of the value of General Funds for asset growth. The Allocations Equalisation Reserve will be accessed as required over the medium term to stabilise the movement towards a sustainable long-term withdrawal policy.

The investment policy is based on investing for overall portfolio growth and measuring the total portfolio return in both capital and income terms. This allows for a longer term focus in investment decision making and for increased opportunity for exposure to real growth assets.

## **OPERATING AND FINANCIAL REVIEW 2012**

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

### **• Commentary**

- A) The Statement of Financial Activities (SoFA) of the Representative Church Body is shown on page 66.

The SoFA sets out for 2012 and for the prior year the income, expenditure, investment gains and losses and capital additions and withdrawals of all financial activities and funds for which the Representative Church Body (RCB) is responsible. This format adopted in 2011 shows more clearly the relationship between the costs arising relating to work carried out by RCB staff, the management of General Funds and the responsibility the RCB has for amounts held in trust for parishes, dioceses and other Church of Ireland entities.

The SoFA is set out in three columns for each year, and each column stands on its own.

The full value of funds and the movements in funds in the year are shown on the SoFA and reflected in the Balance Sheet.

RCB activities show the costs arising in the performance of the central service, trustee and governance support roles of the staff of the RCB. In the General Funds column the performance of these funds is set out showing the disbursement of resources in the year, and the movement and opening and closing value of the funds.

The activity shown in the Parochial, Diocesan and Other Trust Funds column shows the values arising and incoming and expended resources relating to trusts and monies managed for the wider Church, as well as the value of Gift Aid reclaimed for and repaid to parishes.

### **RCB activities**

#### **Resources expended**

The expenditures for the year, summarised by function on the SoFA, are summarised by type of expenditure on page 75 (Note 5).

The cost of generating funds comprises the payroll costs of investment management, legal and accounting services, including those made available to the wider Church, external fund management costs and associated allocated overheads. An increase in 2012 of €96,000 over 2011 relates mainly to external fund management costs arising.

Charitable activities costs comprise those payroll and associated allocated overheads ascribed to trust and property management, communications, education and the RCB Library. These costs have fallen in 2012 by €40,000 on 2011 due to a reduction in payroll costs.

Governance costs relate to the payroll and associated allocated overhead costs incurred in supporting General Synod, central committee expenses and episcopal electoral expenses. Costs in 2012 are in line with 2011.

Included in other resources expended is an amount of €196,000 (2011: €179,000) of actuarial and consultancy costs relating to professional advice to the Clergy Pensions Fund and other professional fees.

The total of resources expended which are chargeable against General Funds has increased year on year by €6,000 (0.2%).

## **General Funds**

### (i) Outturn for the year

The Statement of Financial Activities shows a net decrease in resources, before gains and losses, of €5.67m. The total value of General Funds increased by in excess of €12.17m (8.6%) from the 2011 value of €140.51m to the 2012 value of €152.68m. Both equity and bond markets were strong in 2012 reflecting a recovery from 2011 levels. Withdrawals of €5.35m were utilised to support the solvency of the Clergy Pensions Fund (€5.00m) and the Staff Pension Fund (€0.35m). The actuarially calculated deficit in the Staff Pension Scheme under accounting standard FRS17 as at 31 December 2012 showed an increase of €1.72m.

### (ii) Net incoming resources, at €3.82m showed a reduction of €0.98m, 20% down on 2011.

Investment income of €5.70m has fallen by €0.99m from 2011 levels (2011: €6.69m). In 2012 the RCB changed investment policy with the emphasis moving away from income generation on a short-term basis to building the long-term value of General Funds, with the intention that a more sustainable level of resource utilisation will be achieved. This change in investment policy was signalled in 2011. In addition, the prior year financial statements benefited from an exceptional amount of €0.35m being recognised.

Total incoming resources decreased by €0.97m.

### (iii) Allocations and distributions

Allocations expended in the year show the cash values of the funds reserved for 2012 allocations, less amounts not expended.

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

Investment income arises in the RB General Unit Trusts, for which abridged versions of the full year accounts for the year ended 30 June 2012 are shown in Appendix D commencing on page 94 of the Book of Reports.

All incoming resources are disbursed to parishes, dioceses and trusts according to the terms under which the funds are held.

Income of €143,000 accruing to the Stipends Fund, €37,500 accruing to the Royalties Fund and €50,000 accruing to the Central Church Fund, totalling €230,500, has been transferred to General Funds to support the cost of Allocations charged in the year.

## B) Balance Sheets

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

- RCB activities include those assets and liabilities specifically utilised in and attributable to the performance of the services and duties carried out by central Church staff. The net current balance on these is offset against General Funds.
- The General Funds are those available to be utilised for the purposes of meeting the operating expenditure of the Representative Body and funding for Allocations. Total fund values increased by €12.17m (8.6%), being made up of gains of €1.37m due to stronger sterling values at the year end, unrealised gains of €12.62m on investments revaluations and realised gains of €5.86m on sale of investments. These gains were offset by a capital transfer of €5.35m to support the Clergy and Staff Pension Funds, an accounting adjustment at the year end under FRS17 with regard to the Staff Pension Fund of €1.72m (2011: €0.17m) and a deficit of €0.67m of expenditure over income for the year.
- Parish, Diocesan and Other Trust funds generate the investments and deposit income shown in the SoFA and belong to parishes, dioceses and sundry Church of Ireland trusts. The total funds have increased by €26.62m (12.77%) to €234.98m (2011: €208.35m). Gains of €1.16m due to stronger sterling values at year end and unrealised gains of €27.84m on investment revaluations were offset by withdrawals from the fund of €2.46m. Capital withdrawals from the fund were €2.45m (2011: €1.99m).

### • **Allocations** (page 66)

Allocations for 2013 are provided in 2012 as a reserve to be drawn down in the following year. The amount recognised in the SoFA in 2012, €4.48m, is the value spent in the year, being the provision reserved in 2011 offset by amounts unspent and being written back. The comparative figure for 2011 was €4.19m.

The amount provided as a reserve for 2013 is €4.34m. This expenditure will be available to support the episcopacy and clergy pensions, and finances ministerial training as well as the functions of the General Synod and the Standing Committee.

The net cost of allocations has been relieved by subventions from the Stipends Fund of €143,000 (2011: €159,000), from the General Synod Royalties Fund of €37,500 (2011: €37,500) and from the Central Church Fund of €50,000 (2011: Nil). These have been offset respectively against the costs of training for the ordained ministry, the costs of the General Synod and the Standing Committee and Clergy Pensions Fund. The Representative Body is grateful to the Committees concerned for this valuable support.

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

- **Reserves** (page 74)

The Allocations Equalisation Reserve is maintained to smooth the capacity of income on an annual basis to meet the Allocations need. Income remains an important, but not the only, consideration in determining resources available for expenditure. Over the longer term ‘total return’, including income and also changes in investment values, is seen as a more reliable and complete measure on which to calculate the amount of resource expendable in a sustainable way.

The objective of the RCB is to maintain, and if possible grow, the capacity of General Funds to support wider Church activities. With this in mind, the Allocations Equalisation Reserve will be accessed as required over the medium term to stabilise the movement towards a sustainable long-term resource withdrawal policy.

This reserve grew in value in the year by €102,000 to €4.33m from €4.23m despite a deficit in the year which was absorbed by currency gains and unrealised gains on investment revaluations. There was a decrease in the reserve held specifically for the following year’s allocations cost.

### *Staff pension scheme*

At the year end the actuaries to the staff pension scheme assess the comparative solvency of the scheme on a discontinuance basis and the results are set out in detail in Note 12. This shows that, at 31 December 2012 the scheme remained in deficit, the amount of the deficit increasing by €1.72m to €5.08m. Amongst the assumptions which have the most significant impact on the results is the discount rate. The discount rate is based on the market yield at the valuation date of high quality corporate bonds; for FRS17 the 2012 discount rate was set at 3.9% against the 2011 rate of 5.0%. This deficit is shown as a long-term liability in the Balance Sheet.

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

- **Currency translation rates**

Year end sterling balances have been translated into euro a rate of €1 = £0.8161 or £1 = €1.2253 (2011: €1 = £0.8353 or £1 = €1.1972).

## **ALLOCATIONS PROVIDED FOR 2013**

- Allocations provided amount to €4.11m net of subventions. Subventions from the Stipends Fund, the General Synod Royalties Fund and the Central Church Fund totalling €230,500 allow for a provision for total allocations spend in 2013 of €4.34m and this is shown in reserves.
- The allocations listed below represent net amounts to be allocated after taking into account, where appropriate, income from endowment funds, the episcopal levy and the child protection levy paid by all parishes/dioceses and any other sources of funding which offset the costs of financing ministry and other central commitments.

The Representative Church Body – Report 2013

**2013 ALLOCATIONS**

	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>
<b>GROUP A</b>	<b>€</b>	<b>€</b>	<b>£</b>	<b>£</b>
Episcopal Stipends and Expenses	1,208,956	1,150,531	675,541	617,810
<i>less</i> Episcopal Levy	(423,762)	(381,386)	(396,362)	(358,130)
	<u>785,194</u>	<u>769,145</u>	<u>279,179</u>	<u>259,680</u>
Deans of Residences/University Chaplains	89,623	89,436	121,895	121,862
Queen’s University, Belfast, Bursar	-	-	14,518	14,250
C of I in Queen’s University, Belfast	-	-	2,000	2,000
C of I in Trinity College, Dublin	3,000	3,000	-	-
Clerical Relief - Children’s Allowances	37,000	42,000	35,000	36,500
- Discretionary Grants	4,000	4,000	3,000	3,000
Stipends Related Costs	15,720	16,576	-	-
St Patrick’s Cathedral, Dublin	1,000	1,000	-	-
	<u>935,537</u>	<u>925,157</u>	<u>455,592</u>	<u>437,292</u>
<b>GROUP B</b>				
Clergy Pensions Fund	205,254	319,018	199,856	289,697
Central Church Fund				
- Augment Clergy Pension	(50,000)	-	-	-
Supplemental Fund Benefits				
- Retired Clergy, Surviving Spouses	21,477	38,313	770	1,440
Discretionary Grants				
- Retired Clergy	-	-	13,000	13,000
- Surviving Spouses	-	-	8,500	8,500
	<u>176,731</u>	<u>357,331</u>	<u>222,126</u>	<u>312,637</u>
<b>GROUP C</b>				
Training of Ordinands	602,838	682,831	-	-
Theological Institute	765,000	734,500	-	-
Ministry formation project	5,000	-	-	4,000
Stipends Fund	(100,000)	(100,000)	(35,000)	(50,000)
Bishops’ Selection Conference	25,000	25,000	-	-
	<u>1,297,838</u>	<u>1,342,331</u>	<u>(35,000)</u>	<u>(46,000)</u>
<b>GROUP D</b>				
General Synod/Standing Committee	331,837	351,994	219,611	206,849
Royalties Fund	(37,500)	(37,500)	-	-
Board of Education	36,000	34,832	83,271	89,465
Church of Ireland Youth Department	-	-	145,000	160,000
Child Protection Officers	11,000	15,000	12,300	12,000
	<u>341,337</u>	<u>364,326</u>	<u>460,182</u>	<u>468,314</u>
<b>GROUP E</b>				
RCB Library	5,000	5,000	-	-
Regular Sunday Services in Irish	500	500	-	-
	<u>5,500</u>	<u>5,500</u>	<u>-</u>	<u>-</u>
	<u>2,756,943</u>	<u>2,994,645</u>	<u>1,102,900</u>	<u>1,172,243</u>

Summary of allocations expenditure provided for 2013, net of subventions from the Stipends and Royalties Funds:

	2013		2012	
	€	%	€	%
A - Maintenance of the Stipendiary Ministry	1,493,792	36.4	1,448,672	33.0
B - Pension related costs	448,910	10.9	731,612	16.6
C - Training of Ordinands	1,254,951	30.6	1,287,261	29.3
D - General Synod Activities	905,216	22.0	924,980	21.0
E - Miscellaneous	5,500	0.1	5,500	0.1
	<u>4,108,369</u>		<u>4,398,025</u>	

- **Commentary**

**Group A - Maintenance of the Stipendiary Ministry - €1,493,792**

The funding of episcopal stipends and expenses is the major part of this allocations cost, at €1,127,283 (2012: €1,080,027) and 76% of the total (2012: 75%). The figure includes office costs, secretarial and travel expenses, financing costs for See Houses as well as stipends, pension funding and employer's state contributions.

The dioceses contribute towards the costs of the episcopacy through a levy which is based on the number of cures and a percentage of Minimum Approved Stipend per cure. The levy has been increased to 6.0% for the year 2013 from 5.4% in 2012 of Minimum Approved Stipend per cure. The episcopal levy is budgeted to realise in 2013 the equivalent of €909,440 (2012: €810,130) which is 44.5% of the total cost of funding the episcopacy (2012: 43%). For 2013 the diocesan levy is £1,560 and €2,173 per cure (2011: £1,404 and €1,956).

The total cost of the episcopacy is budgeted at €2.036m (2012: €1.890m).

In 2012 the actual cost of the episcopacy was reduced from the budgeted level by an underspend and amounts returned by bishops amounting to €36,000 which is included in the figure for unexpended allocations on the Revenue Account.

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

Other amounts included in 'Group A' support the provision of university deans of residence and child and discretionary allowances paid to the clergy.

**Group B - Pension related costs - €448,910**

Total support from RCB funds for the Clergy Pensions Fund for 2013 amounts to €5,450,145 of which €5,000,000 is a transfer of capital direct from General Funds and the balance is provided through Allocations. The net provision is after including a subvention from the Central Church Fund to augment the Clergy Pensions Fund.

The annual contribution from Allocations is reduced by an amount to reflect the increase in earning power transferred to the Clergy Pensions Fund accruing from three capital transfers in 2010, 2011 and 2012, totalling €15,000,000. Also included under this heading are amounts to support discretionary grants to retired clergy and spouses, and to enable the maintenance of a minimum level of income for them.

**Group C - Training of Ordinands - €1,254,951**

The budget for the Training of Ordinands consists of an amount to underwrite the upkeep of the Church of Ireland Theological Institute, provision for grants for students and their accommodation and tuition fees, and the cost of the selection process to enter training for the ministry.

The cost in 2013 shows a small reduction of €32,310 due to a reduced number of students on 2012 levels.

In total the net provision is €1.26m (2011: €1.29m). The net provision is after including assistance again from a subvention from the Stipends Fund of €100,000 and £35,000 (2012: €100,000 and £50,000). This level of support from the Stipends Fund is most welcome.

The cost of the upkeep of the Institute is that expected for the academic year 2013/2014 and shows anticipated costs of €765,000 (2011: €734,500).

The Training of Ordinands provision shows the cost relating to grants for students, their accommodation costs and the fees paid in respect of Trinity College Dublin and outside lecturers. Married students in 2012/13 receive a personal grant of €7,700 (2011/2012: €7,700) and the single student's grant is €6,000 (2011/2012: €4,400). There are also grant allowances made for dependent children. Accommodation grants and travel allowances are made available for students in their final, intern year. The cost for the year is budgeted at €602,838 (2012: €682,831).

In 2012/13 there are 27 ordinands undergoing full-time training and 15 undertaking the part-time course.

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2012 are included as Appendix A (page 89).

**Group D - General Synod Activities - €905,216**

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

Relevant expenditure is supported by a grant of €37,500 from the Royalties Fund, and this support is greatly valued by the Allocations Committee.

The spending budgeted for these areas shows a decrease of €19,764 from the figure for Allocations in 2012. The Allocations Committee is most grateful to the Standing Committee, the Youth Department, the Education Department and applicant committees for their continuing efforts to contain expenditure.

The net cost of the Board of Education in the Republic of Ireland is supported by a grant from the Department of Education for which the Representative Body on behalf of the Church of Ireland wishes to record its gratitude.

### Group E - Miscellaneous - €5,500

A small allocation of €5,000 to allow for a continuation of conservation work is budgeted with respect to the RCB Library. An amount of €500 has been provided annually for some years in support of the maintenance of the Irish language as part of regular Church of Ireland worship.

## INVESTMENTS AND MARKETS

- Valuations of the various portfolios and comparative figures at 31 December 2012 were as follows:

Portfolio	Valuations (millions)	
	<u>2012</u>	<u>2011</u>
<i>General Funds/Reserves</i>		
General Funds (Lazard)*	€76.92	€111.07
General Funds (In-House)*	€65.61	€17.52
Allocations Reserve	€3.36	€2.33
	<u>€145.89</u>	<u>€130.92</u>
Cash	€0.97	€1.90
	<u>€146.86</u>	<u>€132.82</u>

### *Specific Trusts*

RB General Unit Trust (RI)	€154.57	€132.68
RB General Unit Trust (NI)	£37.66	£33.76

Portfolio	Total returns (weighted)			
	<u>2012</u>	<u>Benchmark</u>	<u>2011</u>	<u>Benchmark</u>
<i>General Funds/Reserves</i>				
General Funds (Lazard)	19.4%	16.2%	-0.7%	-1.4% <sup>3</sup>
General Funds (In-House)	30.5%	16.5%	-1.2%	1.8%
Allocations Reserve	18.3%	2.6%	5.2%	10.0%
<i>Specific Trusts</i>				
RB General Unit Trust (RI)	22.3%	16.5%	0.6%	-1.3%
RB General Unit Trust (NI)	17.0%	9.4%	0.5%	3.3%

\* Investments to the value of €45m were transferred from Lazard to In-House during 2012.

Total return performances of relevant equity and bond market indices in 2012 were:

FTSE Europe 100	14.9%	Irish Govt Bond Index	29.3%
US (S&P Composite)	15.9%	UK (FTSE 100)	10.2%
Euro Broad Bond Index	11.2%	Stg Broad Bond Index	6.1%

Three- and five-year fund performance figures are included as Appendix B (page 91).

- **Economic Backdrop**

The year was characterised by stuttering developed world and decelerating emerging country growth. The ongoing Eurozone crisis and budgetary consolidation pushed much of Europe back into recession, while the US exhibited very modest growth as it delayed measures to correct its fiscal deficit. The continued high levels of unemployment kept wages (and inflation) very much in check despite very loose monetary policy. In this regard the US Federal Reserve led with a multi-year commitment to zero interest rates and aggressive asset purchases financed with newly printed money (Quantitative Easing or QE). The Eurozone crisis was only brought under control once the ECB was forced to adopt its own version of QE, named Outright Monetary Transactions (OMT). This effectively gave periphery countries access to funding, but choreographed so as not to appear to be debt financing of profligate governments. To date, this back-stop has not been utilised.

- **Equity Markets**

Despite the poor economic backdrop described above, equity markets globally enjoyed very strong returns. The two main factors behind this performance were: i) the base level of 2011 was relatively depressed due to the record high Euro periphery bond yields and associated dislocation in markets, and ii) the combined actions of global central banks flooding the markets with liquidity, with consequent asset price inflation. Underlying fundamentals (ie company earnings) were broadly in line with expectations with a decelerating trend towards year end. European market performance was broadly in line with the US as the better domestic conditions in the latter were off-set by a recovery from oversold levels in the former. Emerging markets, notably China, lagged the US and Europe as doubts arose over the sustainability of the construction led nature of growth.

- **Bond Markets**

The actions of central banks (setting short rates at close to zero and purchasing longer bonds in the market) had the obvious and desired effect of setting new record low 10 year bond yields (US 1.4%, Germany 1.2% and UK 1.4%). However, the greater performance came from Euro periphery and corporate bonds as they recovered from distressed levels and then rallied further on the wave of liquidity and improving risk appetite. Notably, Irish government bonds, where yields peaked in the summer of 2011, continued to fall throughout 2012 as reward for meeting its deficit targets and relative political stability.

- **Changes in Portfolio Management**

A review of the way General Funds were managed was undertaken during 2012 with the objective of a simpler, more efficient and flexible structure. This resulted in a reorganisation of responsibilities that took place during October. Lazard, which is predominantly an Equity house, will manage the core equity portfolios (c.55% of fund) while fixed income will be controlled In-house where expertise exists to manage risks and opportunities from a largely Irish liability base. Changes in asset mix and capital transfers can now be handled more efficiently while there is greater focus and accountability that should enhance the long-term capital of the fund.

- **General Funds Performance 2012**

As can be seen from the table above, investment performance was very strong in 2012, particularly relative to benchmarks. Lazard out-performed a rising market by over 3%, consistent across the main equity portfolios. The In-house fixed income portfolio had a substantial exposure to short dated Irish Government guaranteed bonds; these securities strongly out-performed their sovereign equivalents with yields falling from 15.9% to 3.2% over the calendar year. Since assuming responsibility for the entire fixed income portfolio, a broader exposure has been established, as can be seen in the accompanying chart.

- **Outlook for 2013**

With Europe as a whole mired in recessionary conditions and emerging market growth decelerating, not for the first time markets look to the US for leadership and support. In this regard, the US Federal Reserve is key as the US government has no fiscal ammunition due to the ongoing deficit problem. It is anticipated that further QE, expanding money supply, will take place. From the experience of the last three years the likely impact on the real economy is relatively muted as it does little to improve real incomes or final demand. However, QE does tend to inflate asset prices (good for markets in the short term) and also generates some inflation, which is badly needed by the highly indebted economies (US, Europe and Japan).

For equity markets, now four years into a bull market, the arguments for further gains are based on relative value (to cash and bonds) and better economic prospects as the Euro crisis settles down and credit growth resumes in the US (led by housing). Even though short-term valuation of equities appears reasonable (PE ratios and dividend yields) more long-term valuation measures such as cyclically adjusted PE's are of concern. These are now quite demanding, supported by record high profit margins that are vulnerable to mean reversion. However, the timing, and indeed the catalyst, for such a move are unknown and it may well be that equity prices are buoyed by artificially low bond yields for some considerable time. As the primary objective (of General Funds) is to preserve capital in real terms, the fund currently holds a 60% exposure to equities, within a permitted range of 50% to 90%.

In regard to fixed income investments, prices would appear to be somewhat artificially high (yields artificially low) in core sovereign markets due to the intervention of central banks. Yields of sub 2% can only make sense if deflation takes hold, in which case default risk would enter into the equation as debt burdens would reach unsustainable levels. On the other hand, if inflation were to stir, then all fixed income bonds would be at risk of capital loss. In this environment an active policy of reducing risk during periods of calm and buying higher yielding assets during periods of instability is still appropriate.

Due to the long-term risks of inflation eventually taking hold, as witnessed in previous episodes of monetary expansion, the fund will continue to hold the majority of its capital in real assets.

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

In 2012, the Investment Committee monitored and carried out its annual SRI assessment of individual stock holdings within the various portfolios and excluded stocks where it was deemed appropriate. In September 2012, the Investment Committee reported to the Representative Body that it was satisfied that the investment managers are sensitive to the Church's concerns and expectations with regard to ethical and socially responsible investment. The report is included as Appendix C (page 92).

- **Unit Trusts**

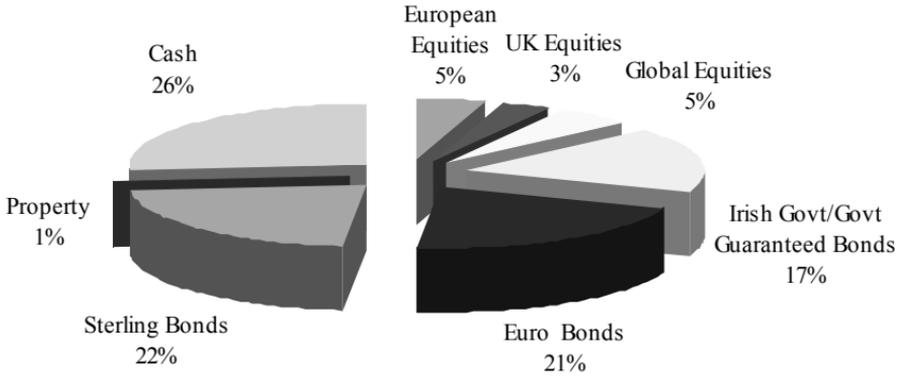
Extracts from the financial statements of the two RB General Unit Trusts for the year ended 30 June 2012 are included as Appendix D (page 94).

Distribution rates for the RB General Unit Trust (RI) and the RB General Unit Trust (NI) were unchanged on the previous year; however, the dividend equalisation reserve was increased following a drawdown in the prior year.

**GENERAL FUNDS PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2012**

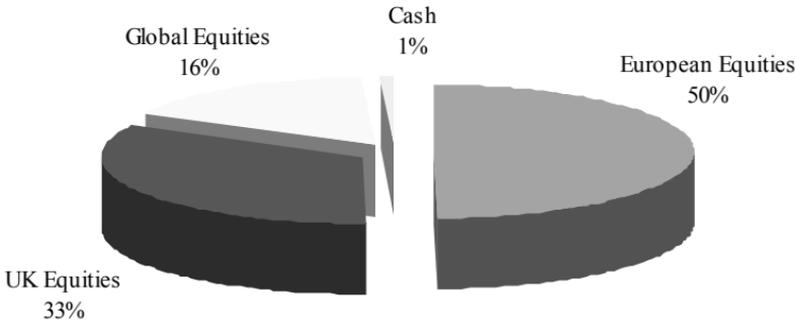
**Under in-house management**

**€65.6m**



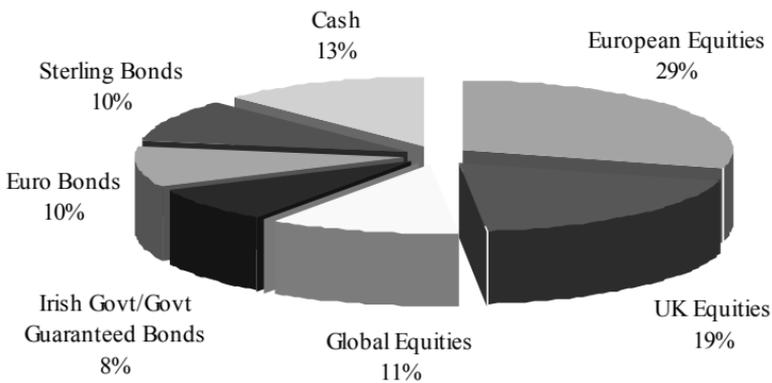
**Under Lazard management**

**€76.9m**



**Combined portfolio**

**€142.5m**



## CLERGY REMUNERATION AND BENEFITS

### • Minimum Approved Stipends (MAS) 2013

Legislation passed by the General Synod in 2011 amending Section 51 (1) of Chapter IV has enabled the Standing Committee to determine levels of MAS annually on behalf of the General Synod. As a consequence the timing of the annual MAS review process now allows for up-to-date economic data, conditions, earnings trends and indices at 30 June to be taken into account when levels of MAS are being determined in September for the following year.

In considering MAS levels to take effect from 1 January 2013 the Stipends Committee was acutely aware of the difficult economic conditions that prevail in both the Republic of Ireland and Northern Ireland and, in particular, the impact that this is having at parish level in both jurisdictions.

*Republic of Ireland* – Although annual average inflation for period to 30 June 2012 increased to 2.3% (1.6% for period to 30 June 2011) it fell slightly for the six months to 30 June 2012. The MAS continues to be broadly in line with earning comparators and ahead of CPI.

*Northern Ireland* – Although indices showed increases for the twelve months to 30 June 2012 for both earning and inflation the Consumer Price Index (CPI) index at 2.4% is substantially down from its 30 June 2011 level of 4.2%.

It was concluded by the Stipends Committee that although there are inflationary pressures in both jurisdictions no increase in MAS levels be recommended for 2013. The Standing Committee subsequently agreed, on the Representative Body's recommendation, that there be no change in Minimum Approved Stipend levels in either jurisdiction for 2013. Consequently, levels of Minimum Approved Stipend for 2013 are:

	2013	2012
Northern Ireland	£26,008	£26,008
Republic of Ireland	€36,219	€36,219

• **Episcopal costs**

The breakdown of total episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€ 2013	€ 2012	£ 2013	£ 2012
(1) Stipends together with state insurance costs	493,517	492,090	274,526	274,707
(2) Pension costs	222,172	244,261	144,631	70,404
(3) Offices of the Sees expenses	327,998	326,784	175,074	174,216
(4) See Houses and other costs	346,488	329,756	138,112	160,594
<b>Totals (gross)</b>	<b>1,390,175</b>	<b>1,392,891</b>	<b>732,343</b>	<b>680,921</b>
(5) Less endowment income	(208,310)	(269,449)	(35,258)	(39,120)
<b>Totals (net of income)</b>	<b>1,181,865</b>	<b>1,123,442</b>	<b>697,085</b>	<b>641,801</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.*

Notes relating to the figures above:

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

Stipends are multiples of Minimum Approved Stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

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

• **Locomotory Allowances 2013**

The approved locomotory allowances for 2013 are based on public service rates for Northern Ireland applicable as at 1 April 2010 and Revenue approved civil service rates for the Republic of Ireland as at 1 July 2008, as follows:

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

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

As reported to the General Synod in 2010, the Government in the Republic of Ireland significantly reduced the civil service rates of allowances in 2009. However, in view of the extent to which the locomotory allowance forms part of the total remuneration package for clergy, it was agreed in 2009 that the rate should remain at the rate applicable prior to the reduction in civil service rates. In 2010, 2011 and again in 2012 it was agreed to maintain this same locomotory allowance rate for the preceding year despite civil service rates remaining at their reduced level.

The Northern Ireland public service rates applicable from 1 April 2010 continue to remain in place as the National Employers for Local Government have not published revised rates. In view of the ongoing freeze in rates it was agreed by the Representative Body that the rates applicable from 1 January 2013 should remain the same as those adopted for 2012.

• **Children’s Allowances 2012/2013**

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 2012	
	Republic of Ireland	Northern Ireland
Over 11 attending secondary school	€600	£100
Third level students (up to age 23)	€300	£400
Eligible orphans	€600	£400

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

Grants are also available from other sources eg Clergy Daughters, Secondary Education Committee (Republic of Ireland only), Clergy Sons and Jubilee Fund (both under the management of Protestant Aid).

- **Clergy Car Loans**

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

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

This ratio of maximum loan to minimum stipend is designed to maintain a reasonable relationship between borrowing capacity and ability to pay. At 31 December 2012 there were 75 loans outstanding with a total value of €511,964.

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

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

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

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

## CLERGY PENSIONS

- **Trusteeship of the Clergy Pensions Fund**

In accordance with Chapter XIV of the *Constitution of the Church of Ireland* the Church of Ireland Clergy Pensions Trustee Limited (“the Trustee”) is the corporate Trustee of the Fund.

The Representative Body is the sole member of the Trustee Company.

The annual report of the Church of Ireland Clergy Pensions Trustee Limited is included in Appendix F to this report (page 117).

- **Pensionable Stipend**

In accordance with Section 2 of Chapter XIV of the *Constitution of the Church of Ireland* the Representative Body in conjunction with the Church of Ireland Clergy Pensions Trustee Limited made a recommendation on Pensionable Stipend levels for 2013 to the Standing Committee.

The recommended levels for 2013 were unchanged from 2012 levels at £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland.

- **Discretionary increases to pensions in payment**

The Representative Body during 2012 approved a recommendation from the Church of Ireland Clergy Pensions Trustee Limited, made on the advice of the Actuary, that due to the financial position of the Clergy Pensions Fund, no discretionary increases be applied to pensions in payment for the year 2013.

Further details may be found in the Report of the Trustee (page 123).

- **Supplemental Fund and other funds**

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

A report on the administration of these funds during the year ended 31 December 2012 is attached as Appendix G to this report (page 171).

- **Additional Voluntary Contributions (AVCs) – trusteeship of Scheme**

The General Synod in 2012 approved a resolution to transfer the trusteeship of the Church of Ireland Voluntary Contributions (AVC) Scheme from the Representative Body to the Church of Ireland Clergy Pensions Trustee Limited (“the Trustee”). Responsibility for the administration of the Scheme was also transferred to the Trustee.

- **Contributions from central funds to the Clergy Pensions Fund**

Capital contributions of €5m have been made from central funds to the Clergy Pensions Fund (the CPF) in each of the years 2010, 2011 and 2012. The purpose of these, as originally advised to Synod in 2010, is to boost the value of the assets of the CPF with immediate impact on the plan deficit, and at the same time to provide a larger capital fund to enhance return. It is expected that a further capital transfer of €5m will be made from central funds to the CPF in each of the years 2013 and 2014.

Regular contributions to the CPF are calculated at a percentage rate of Pensionable Stipend in accordance with Section 35 of Chapter XIV of the *Constitution of the Church of Ireland*, offset by the income generated in the CPF by the capital transfers. A contribution of €674,000 was made in 2012 and a contribution of €450,000 is planned for 2013.

Additionally, contributions under Section 38 of Chapter XIV are made from central funds.

- **Government levy on pensions (Republic of Ireland)**

The levy, or tax, on pension assets introduced by the Irish government in 2011 and chargeable on assets held for the benefit of members and pensions in the Republic of Ireland resulted in a payment from the Clergy Pensions Fund to the Irish revenue authorities of €342,000 in 2012 (2011: €320,000).

Levies relevant for 2011 and 2012 have been accounted for in the Actuary's initial findings relating to the triennial valuation of the Fund.

The RCB, as Sponsor of the Fund, has indicated to the Trustee that no additional funds will be forthcoming either from the Sponsor or from parishes to meet the levies payable in 2013 and 2014.

- **Clergy Pensions Fund solvency**

The Clergy Pensions Fund (the CPF) is a 'defined benefit' (DB) pension plan, in that the value of pension on retirement is calculated based on the member's length of service and pensionable earnings. Every three years the Trustee is required to obtain an actuarial valuation of a defined benefit pension plan and this assesses the capability of the fund to meet its present and future liabilities in the long term. In addition, the actuary is required to assess the capacity of the fund to satisfy all its accrued liabilities were it to be wound up with immediate effect – the Minimum Funding Standard (the MFS).

The triennial actuarial valuation of the CPF was due as at 30 September 2012 and must be signed off by the actuary within nine months of that date. This valuation must show the actions planned to bring the Fund to solvency, should a deficit be found. Plans to restore the solvency of the CPF are subject to General Synod approval and the completion of the triennial valuation depends on that.

The initial findings of the actuary show that the assets of the Fund were sufficient to cover only 73% of the liabilities, under the MFS, showing a deficit of €45m. The actuary has also indicated that, resulting from new solvency measures introduced by the Pensions Regulator, *An Bord Pinsean*, in 2012, and to be implemented in 2016, the additional requirement for asset cover potentially would increase the deficit then to €65m.

In recent times the invested assets of the Fund have performed better than the actuary's assumptions for the purposes of his valuation. However, the funded position of the Fund has been adversely influenced by a range of issues outside the control of the Sponsor, or the Trustee. Liabilities of a defined benefit pension plan are the accrued and future benefits payable to members. These liabilities are calculated by discounting the future benefits at a suitable expected rate of return on the Fund's assets. The expected rate of return on the assets is set by reference to the interest rate on government bonds, and as such, the interest rate paid on such bonds is critical to the calculation of the liabilities of a DB plan as it is used to discount its future benefits payable. Interest rates have reduced markedly over the period since the last triennial actuarial valuation. A reduction of 1% in the discount rate imposes an increase in the region of 17% in the liabilities of the Fund. The liabilities of a defined benefit plan also have to take into account future life expectancy of the members, and continuing improvements in the survival rates of pensioners in retirement also increase the liabilities. In addition to these factors, the introduction in 2012 by the Government of legislation for Risk Reserves, together with more stringent conditions for eliminating existing deficits imposed by the Regulator, has further increased the funding requirements of DB plans.

All defined benefit plans are being impacted by these external influences and most, if not all, have now been closed to new members. Many others have also been closed to future accruals and others are being "wound up". The reason for these changes is that the sponsors of defined benefit schemes are finding it increasingly difficult to plan for the combination of uncertainties brought about by significant regulatory changes, volatile financial markets and increasing life expectancy, the combined effect of which is to place members' benefits at risk.

To provide for pensions for clergy in future the RCB as Sponsor is proposing that a new pension fund be established, which will receive a set level of contribution (including the full amount of the member's contribution), expressed as a percentage of Minimum Approved Stipend (MAS). Contributions will be vested in a personal fund established for each member of the stipendiary clergy through the establishment of this new Defined Contribution (DC) scheme. Each individual member's personal fund, while not free from the impact of variations in the rate of future investment return, will not be subject to the same extent to the risks inherent in a defined benefit fund where such a fund could become actually insolvent, or technically insolvent as a result of a range of influences, including regulatory change.

The contributions in respect of this new scheme will be set at 19% of MAS. Of this, 10% will be contributed by the parish/diocese and 9% by the member.

The future funding of the CPF will take the form of a levy per cure and will be set at 13% of MAS.

Thus it is proposed that the planned parish/diocesan contribution will total 23% of MAS (currently 21% of Pensionable Stipend), of which 13% will take the form of a levy per cure and will be employed in securing the members' benefits accrued to date in the CPF. The remaining 10% will be payable per stipendiary member of the clergy, and of this 8% will be paid directly into the individual's defined pension "pot" and the balance used to purchase insured death in service benefits. Accordingly 17% of MAS, the member's contribution of 9% plus 8% being the main part of the parish/diocesan contribution, will be added annually to the individual's defined contribution account. It is not possible to guarantee the level of pension which can be secured from the funds that will be accumulated in each individual's defined contribution account. However, actuarial advice received by the RCB indicates that the proposed combined minimum contribution rate of 17% is well ahead of the industry norm and when based on MAS, not Pensionable Stipend, could be expected to generate an equitable pension in retirement.

The RCB also proposes a series of initiatives planned to secure and protect the benefits currently accrued to date by members of the CPF. On the basis of current assessment this would be achieved over an eleven year period (ie by 2023) by continuing contributions to the CPF from parishes/dioceses and the RCB. In addition, to enable the deficit to be eliminated by 2023, the proposal to adjust the normal retirement age of members of the CPF, which was described to the General Synod in 2012, would be implemented, as would a temporary freeze on increases in pensions in payment and in Pensionable Stipends. This freeze would be for the period to 2023: however, if the plan to eliminate the deficit is found to be ahead of schedule and if the actuary agrees, it may be possible to grant increases in the interim prior to 2023.

The combined effect of these proposals is to safeguard the accrued rights of members to date, to provide for the funding of clergy pensions in the future, and to provide a greater degree of certainty about future solvency, and about future contribution rates both for members and for parishes and dioceses.

The detail of the proposals is shown in Appendix H (page 180).

The detail of the proposed new plan, to be named the Church of Ireland Clergy Defined Contribution Pension Scheme, is set out in Appendix I (page 181).

## **PROPERTY AND TRUSTS**

### **• General**

The funding for the conservation of historic buildings and other heritage projects from government departments was severely reduced in 2012. The Heritage Council in the Republic of Ireland has announced that for the first time since its establishment in 1997 it will be unable, due to additional budget cuts by the Department of Arts,

Heritage and the Gaeltacht, to allocate funding for the wider heritage sector under its Grants Scheme in 2013. This will undoubtedly impact on parishes where building conservation projects are being planned.

The property market in the Republic of Ireland and Northern Ireland continued to experience difficulties during 2012 which affected parishes throughout the Church. There were however some signs of stabilisation of residential property prices in the Republic of Ireland, with some small increases in major urban areas. In Northern Ireland the pace of decline appeared to be slowing but given the rate of inflation since the peak of property prices in 2007, there is a real decline in prices of some 60%. The current scarcity of finance available for the purchase of property is having a detrimental effect on the market and it is cash purchasers in the main that are the most active. Further public spending cuts, high unemployment, reduced take-home incomes and the new Local Property Tax in the Republic would indicate the market will remain uncertain for 2013.

The income from rented property remained stable during 2012 and in major urban areas where there has been a shortage of good quality apartments and family homes, rents of some properties have increased. There is somewhat of a rural/urban split within the market, where rural rents have stagnated while in urban areas rents are increasing. When house prices get out of line with underlying rents, a correction that inevitably takes place is that rents stabilise or increase, while house prices fall and this is the trend which is emerging in many areas of the country.

- **Roles and Responsibilities**

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

- **Title and Contract Issues**

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

- **Church Fabric Fund**

The Church Fabric Fund (Constitution of the Church of Ireland, Chapter X Part IV) is held by the Representative Body to make grants to defray ‘the costs, in whole or in part, of restoration or repair of the fabric of any Church or Chapel, if same is vested in it, and it is satisfied that it is in use and certified by the Diocesan Council to be essential for worship by the Church of Ireland’. The Fund was established in 1930 and has grown from the allocation of a minimum of 20% of the net proceeds arising from the majority of churches sold to a capital fund of €4,462,331 and £760,835. Grants of €77,100 and £94,400 were allocated by the RCB from the income of the Fund on the recommendation of the Primate in 2012. Applications for grants, subject to criteria, are considered in March and October (details from Church of Ireland House, Dublin). A list of grants allocated during 2012 is included as Appendix J (page 184).

- **Marshal Beresford Fund**

Grants of €85,600 and £19,700 for repairs to Churches were made from the Beresford Fund in 2012. The allocation of the income, in accordance with the trusts, is made by the Archbishop of Armagh who does so in conjunction with his recommendations for grant assistance from the Church Fabric Fund.

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

The new See House at Kilmore, Cavan, is currently under construction and the project is on schedule for completion in May 2013.

- **The See House, Tuam**

The former Bishop’s House, Knockglass, Crossmolina, Co Mayo was sold at Public Auction on 14 February 2013.

- **The See House, Limerick**

The Bishop is presently residing in rented accommodation at Adare, Co Limerick.

It has proved difficult to obtain a suitable permanent residence for the Bishop in an appropriate location or to find a greenfield site on which to build a new See House that is without planning difficulties, despite a number of options being explored. A further proposal in relation to the provision of a new See House is currently being considered.

- **Stained Glass Windows (surveys)**

The professional survey of stained glass windows in the Church of Ireland by Dr David Lawrence, an expert in stained glass, has resulted in surveys in St Patrick’s Cathedral Dublin, Christ Church Cathedral Dublin, the Dioceses of Cork, Cloyne and Ross (including St Fin Barre’s Cathedral), Armagh, Clogher, Derry and Raphoe, Meath and Kildare, Cashel and Ossory, Ferns, Tuam, Killala and Achonry, Dublin and Glendalough, Kilmore, Elphin and Ardagh, Limerick, Ardfert, Aghadoc,

Killaloe, Clonfert, Kilmacduagh and Emly. The survey in the Diocese of Connor commenced during the year and will continue during 2013.

To date funding of €241,842 has been received from the Heritage Council towards the project. The Representative Church Body is grateful for the generous ongoing support of the Heritage Council for this important work and has itself contributed €309,284 towards the project over the past 12 years.

The Stained Glass Database (Gloine) which was launched in April 2008 is available on the internet at [www.gloine.ie](http://www.gloine.ie). The database enables the user to search by diocese, church, artist, studio, religious subject matter and date.

- **Churchyard and Graveyard Walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2012. Parishes are strongly advised to inspect walls regularly, to seek technical advice and to carry out preventative maintenance where possible. Parishes should be vigilant when any form of development takes place on adjoining or adjacent sites and ensure that buttresses, foundations and other supporting structures are not interfered with to the detriment of the churchyard or graveyard walls.

- **Insurance**

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

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

- **Safety and Parish Premises**

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

- **Finance (Local Property Tax) Act, 2012 (Republic of Ireland)**

### **Local Property Tax**

The Local Property Tax will come into effect from 1 July 2013 and is a tax payable on the market value of residential property.

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

The Local Property Tax will be collected by the Revenue Commissioners and they will engage in a public communications campaign throughout the first half of 2013. An explanatory booklet on the operation of the Local Property Tax will be issued to provide guidance on assessing the value of the property, working out how much tax will have to be paid, completing the Return Form and what range of methods are available to pay the Local Property Tax.

Parishes should consult the Revenue Commissioners website [www.revenue.ie](http://www.revenue.ie) for further information on the Local Property Tax.

- **Water Services (Amendment) Act 2012**

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

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

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

An inspection scheme, for which there will be no charge, will commence in 2013.

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

Select Vestries should consult the Department of the Environment, Community and Local Government website [www.environ.ie](http://www.environ.ie) for further information on the registration and inspection system.

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

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

Section 7 of the European Communities Energy Performance of Buildings Directive (EPBD) requires that, when a building is constructed, sold or rented, a Certificate

detailing its energy consumption must be made available to the prospective purchasers or tenants. These certificates in Northern Ireland are called *Energy Performance Certificates* and in the Republic of Ireland *Building Energy Rating Certificates*.

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

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

- Places of Worship;
- Protected Structures/National Monuments;
- Buildings used for the purpose of carrying out religious activities;
- Temporary buildings and certain non-habitable agricultural and industrial buildings with low energy demand;
- Stand alone buildings with a useful floor area of less than 50m<sup>2</sup>;
- If a building is to be demolished after sale.

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

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

- **National Heritage Memorial Fund Grants (Northern Ireland)**

Parishes in Northern Ireland may make application to the National Heritage Memorial Fund for a grant to assist in the preservation and maintenance of a church. The Church of Ireland has benefited considerably from such grants in recent years. The project must be seen as being of particular importance to the national heritage. Conditions applying to the terms of the grant include a requirement that the church building must be open for 40 days a year, apart from Sundays. Additionally, it should be ensured that the church will remain viable for a considerable period as there is a ten year clawback period in respect of the grant. Formal approval must be sought from the relevant Diocesan Council and the Representative Body before an agreement may be entered into in respect of a grant.

- **Listed Buildings Grant Aid Scheme (Northern Ireland)**

Additional funding for repairs to all types of secular listed buildings and also for churches at Grade B+ and above has been provided through the Northern Ireland Executive's Economy and Jobs Initiative. As a result, the assistance that the Northern Ireland Environment Agency can now offer for approved repairs to many listed buildings has risen from 35% to 45% and the cap on expenditure on any single

phase of work has risen from £150,000 to £500,000. More detailed information and application forms can be accessed on the website [www.doeni.gov.uk/nicaa/funding](http://www.doeni.gov.uk/nicaa/funding)

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

The Listed Places of Worship Grant Scheme was established in 2001 to provide grants towards VAT paid on eligible repairs and maintenance to listed buildings that are used principally as places of worship. The building must have been used as a place of worship at least six times in the previous year.

The Scheme:

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

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

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

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

In summary:

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

The following restrictions on eligibility have been lifted since 1 October 2012:

- ◆ Removal of the restrictions on claims on plumbing and electrical works, installations and supplies.
- ◆ Removal of most restrictions on claims on works to kitchens and toilet fittings, floor coverings and handrails.
- ◆ Removal of restrictions on decoration works.
- ◆ Removal of restrictions on works to pews.
- ◆ Removal of restrictions on asbestos removal.

The following item has been **added** to the eligibility criteria:

- ◆ Claims on security and forensic systems to prevent crime.

Under the new arrangements payments are being made **monthly instead of quarterly**.

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

Full information and application forms may be obtained from their website, [www.lpwscheme.org.uk](http://www.lpwscheme.org.uk) or you can contact:

Listed Places of Worship Grant Scheme,  
PO Box 609, Newport NP10 8QD,  
South Wales  
Tel: 0845 601 5945

- **All Churches Trust Limited**

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

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

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

- **Awards For All Programme**

Applications for funding from a minimum of £500 to a maximum of £10,000 can be made to the Big Lottery Fund's Awards for All Programme. This includes small improvements grants for premises. Only one award can be held at a time. You can reapply for funding to meet the needs of your project, but the total amount of funding awarded to any one project in any twelve month period, cannot be more than £20,000. Full details of the programme may be obtained from the website [www.biglotteryfund.org.uk](http://www.biglotteryfund.org.uk)

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

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

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

The text of the Guidelines is available on the Department of the Environment, Heritage and Local Government website at [www.environ.ie](http://www.environ.ie)

- **Church Buildings Sub-Committee**

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

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

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

During the year, the Church Buildings Sub-Committee reviewed and recommended 38 applications. These included items such as the erection of memorial plaques, and stained glass windows, the installation of public address and loop systems, general restoration works and the re-ordering of interiors of churches to provide space for meetings.

In the Republic of Ireland, in instances where a church is included in the List of Protected Structures, it is essential that parishes notify their Local Authority of any proposed alteration and gain the requisite agreement. Ecclesiastical Exemption in Northern Ireland means that Listed Building Consent is not required for internal alterations, but it is recommended that NIEA Built Heritage should be notified where a church is a Listed Building. In order to assist parishes, a step by step guideline is set out below on the procedures which should be followed in respect of any proposed alteration in both Northern Ireland and the Republic of Ireland, in order to comply with Church and State regulations.

### *Northern Ireland*

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

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

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the Church is listed as a Protected Structure under the Planning and Development Acts.
- ❖ Where any alteration in the structure, ornaments, furnishings or monuments of a church (whether by introduction, alteration or removal) is being contemplated, a Form of Consent to Alterations (available from the Representative Church Body) should be completed and the approval of the Bishop or Ordinary obtained.
- ❖ Obtain the approval of the Diocesan Council and the Representative Church Body to any works involved in the church building development that is not covered by the Form of Consent to Alterations.
- ❖ Obtain the consent of the relevant Planning Authority to the proposed works, if applicable.
- ❖ Refer to the Architectural Heritage Protection – Guidelines for Planning Authorities, ‘Places of Public Worship’ Chapter 5. Available on the Department of the Arts, Heritage and the Gaeltacht website at [www.ahg.gov.ie](http://www.ahg.gov.ie)

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

### **Advice Series on Built Heritage**

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

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

The above publications can be downloaded at:  
[www.pobail.ie/en/Publications/HeritagePublications](http://www.pobail.ie/en/Publications/HeritagePublications)

## Website

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

## LIBRARY AND ARCHIVES COMMITTEE

### • Summary

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

During 2012 further substantial progress was made on converting the card catalogue of printed books to the online catalogue which provides universal access through the Library's website [www.library.ireland.anglican.org](http://www.library.ireland.anglican.org). At the end of 2012, 33,686 books were available on the online catalogue.

Further progress was also made, with the assistance of the Church House IT Department, in populating the Library's website with introductory information and in making lists and indexes of archives and manuscripts available online. Particularly successful has been the 'Archive of the Month' initiative which, in introducing aspects of the collections to a wider audience, has attracted considerable media attention.

A list of 'Archive of the Month' titles for the year is included as Appendix K (page 185).

Additional tranches of parish, diocesan and cathedral records were transferred to the Library from local custody. The Library manages, and makes available to an increasing number of researchers, records from 1052 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 939 collections of ecclesiastical manuscripts.

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

### • Allocations

The General Synod allocated €5,000 for the purchase of books and conservation, and this was supplemented from accumulated resources. Welcome donations were received from Cashel and Ossory dioceses (€400); Clogher diocese (€150); Dublin & Glendalough dioceses (€1,000); Ferns diocese (€400); George Greene Memorial Fund (€277); Limerick, Killaloe & Ardfert dioceses (€250); Holy Trinity, Killiney, parish (€150); Mr Henry Alexander (€250); Irish Section of the Huguenot Society of Great Britain & Ireland (€100).

- **Staffing**

The Library staff was augmented by a student from the MA in Historical Archives programme in NUI Maynooth who worked in the Library, on placement, for two days each week for the duration of his one year course, and by a student from the University of Roehampton who completed a three week placement.

- **Accessions**

Books and periodicals were purchased to meet the requirements of those in training for ministry and the needs of the wider Church. In particular, continued purchasing was required to meet the needs of ordinands in the Church of Ireland Theological Institute. These purchases were augmented by donations from publishers, authors and from a number of individuals, notably the late Canon JWR Crawford, the late Arthur Hughes, the Rev RG Kingston, the late Dr Vladimir Tomek, the Rev GDB Smith and the Very Rev VG Stacey.

The principal archival accessions were records from 77 parishes, bringing to 1052 the number of parish collections which the Library manages. In addition there was a further sizable deposit of archives from St Patrick's cathedral, Dublin, and there were 17 accessions of miscellaneous manuscript material, the most substantial of which were the records of the Co. Mayo Protestant Orphan Society and an additional deposit of records from the YWCA.

A list of accessions of archives and manuscripts to the Library during 2012 is included as Appendix L (page 186).

- **Storage**

A further consignment of semi-current and lightly used material was transferred to storage in the basement in Church of Ireland House. However, the shortage of storage space in the Library, for both books and archives, remains acute.

- **Ministerial Training**

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

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer. Over 4,000 books were processed in 2012 and these are available online through the Library website. Work is continuing on converting the older theological and historical book stock.

Records from 77 parishes were listed.

Additional deposits of the records of the YWCA were catalogued as were a number of smaller collections including those of the Ferns Clerical Association, Mayo Protestant Orphan Society and the Buckingham House School, Cork. However, the largest cataloguing initiative was the first phase of a project to digitize, catalogue and make available online the Library's collections of architectural drawings of churches. Some 1,279 drawings of 229 churches in the dioceses of Achonry, Ardagh, Ardfert, Armagh, Cashel, Clogher, Clonfert and Cloyne are now available at <http://www.archdrawing.ireland.anglican.org>.

- **Conservation**

Twelve volumes of parish and cathedral records were repaired and rebound. Mr Henry Alexander generously arranged for the binding of the issues of the *Church of Ireland Gazette* and the *Church Review* for 2011. The archive of 27 recordings of prominent clergy and laity was transferred from reels and cassettes to CDs.

- **Church Plate**

Progress continued to be made with the church plate inventory and over 90% of the inventories have been returned and checked. The transfer of plate from local custody continued as parishes reduced the holdings in their safes and removed items from local banks and continued to facilitate the reallocation of pieces to other parishes. The Library holds some 680 pieces of church plate.

- **Episcopal Portraits**

The portrait of Charles Graves, bishop of Limerick, 1866-99, was conserved. The Tuam and Limerick collections were photographed. The Tuam collection was returned to diocesan custody for hanging in the Synod Hall.

- **Outreach**

The sixth volume in the Library's texts and calendars series, *The vestry records of the parish of St Audoen, Dublin, 1636-1702*, edited by Dr Maighr ad N  Mhurchada, was published.

Materials were loaned for the BCP anniversary exhibition in Christ Church Cathedral, Dublin, and to the Waterford Treasures exhibition.

Library staff gave presentations on aspects the Library's holdings to the Library Association of Ireland's rare books seminar; to students from the MUBC Course in UCD, the UCD genealogy course, and the TCD MA History course; and at the National Library.

Students groups from the UCD palaeography class, UL family history course and the NUI Maynooth history school visited the Library.

The filming of an episode of the RTE 'Dead Money' television programme was facilitated and the Library's collections were promoted on several radio programmes.

## **DONATIONS AND BEQUESTS TO THE CHURCH OF IRELAND**

### **• Trustee role of the Representative Church Body**

The Representative Body was incorporated by Charter to hold property and funds in trust for the Church. As a permanent trustee body it administers a large number of trusts donated or bequeathed for specific Church purposes, parishes and dioceses.

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

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

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

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

### **• Tax relief on charitable donations**

#### *Northern Ireland*

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

The total value of the subscriptions collected under Gift Aid on behalf of parishes in 2012 was £5,024,346 to which the income tax recovered by the Representative Body added £1,292,890 to give a total of £6,317,236 as compared with £6,571,378 in the previous year. This figure includes an element of transitional relief which was provided

by the Government to allow charities to adjust to the fall in basic rate tax from 22 per cent to 20 per cent and is paid in respect of all qualifying Gift Aid donations made to charities between 6 April 2008 and 5 April 2011. For that period, for claims submitted within two years of the end of the relevant accounting period, the charity/parish will continue to receive 28p for every pound donated under Gift Aid.

From 6 April 2013, charities that receive small donations of £20 or less will be able to apply for a Gift Aid style repayment without the need to obtain Gift Aid declarations for those donations. The amount of small donations on which the new repayment can be claimed will be capped at £5,000 per year, per charity. The Representative Body will assist parishes who wish to make claims through the Gift Aid Small Donations Scheme (GASDS). Information on how to claim under GASDS is available from Church of Ireland House, Dublin.

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

In December 2012 the Minister of Finance for the Republic of Ireland announced the following changes to the Tax Relief for Donations to Approved Bodies under Section 848A of the Taxes Consolidation Act 1997:

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

These changes take effect in respect of all donations made by individuals on or after 1 January 2013.

The Government has also implemented a number of changes in the way the scheme is administered, with the intention of simplifying and reducing the administrative burden.

A circular outlining the changes to the scheme has been issued for the information of dioceses and parishes.

### • **Form of Bequest**

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

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

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

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

- **Donations, Bequests and Funds Received**

A full list of funds received by the Representative Body in 2012 on behalf of parishes, dioceses and special trusts is included as Appendix M (page 192).

- **Trusts for Graves**

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

## **MISCELLANEOUS AND GENERAL**

- **Financing of the Episcopacy (Quinquennial Report)**

The Representative Body in accordance with Section 36 of Chapter VI of the Constitution reports that since 2008 the total number of cures (as defined in the chapter) has decreased by 9 (7 in Northern Ireland and 2 in the Republic of Ireland).

The rate of contribution was set at 5.4% of Minimum Approved Stipend for the years 2008 to 2012 and was increased to 6.0% in 2013.

In 1984, the first year after the relevant Statute was enacted, total contributions or levies financed approximately 41% of costs. This proportion was 42% at the time of the last quinquennial report in 2008 and stood at 43% in 2012.

Overall, since 1983 the number of cures has decreased by 66 to 448. Cures in Northern Ireland now total 253, having decreased by 22, while cures in the Republic of Ireland total 195, having decreased by 44.

- **Clergy Severance Fund (Quinquennial Report)**

The Representative Body in accordance with Statute Chapter XVI of 2003 reports that, considering the balance of funds in the Fund (year end 2012: €645,772) and the lack of use of the Fund to date, no levy was fixed for any of the years 2008-2013.

- **Deposit Interest (Rates)**

The rates of interest allowed or charged by the Representative Body are linked to the rates ruling from time to time in the money market. The following rates of interest were applied by the Representative Body in 2012:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50	2.50	2.90	1.90
30 June	3.50	2.50	3.00	2.00
30 September	3.50	2.50	2.90	1.90
31 December	3.50	2.30	2.70	1.70

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

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

Year on year (December)	UK (CP Index)*	Republic of Ireland (CP Index)
2008	3.1%	1.1%
2009	2.9%	-5.0%
2010	3.7%	1.3%
2011	4.2%	2.5%
2012	2.7%	1.2%

\* From April 2011 the UK Consumer Price Index (CPI) is the benchmark used by the UK Government for the indexation of benefits, tax credits and public service pensions.

## **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 2013:

	€
Group A – Maintenance of the Stipendiary Ministry	1,493,792
Group B – Pension Related Costs	448,910
Group C – Training of Ordinands	1,254,951
Group D – General Synod Activities	905,216
Group E – Miscellaneous	5,500
	<hr/>
	4,108,369
	<hr/> <hr/>

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

**FINANCIAL STATEMENTS – PAGE 1**

**YEAR ENDED 31 DECEMBER 2012**

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**  
**FINANCIAL STATEMENTS 2012** **PAGE 2**

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

**EXECUTIVE COMMITTEE AND OTHER INFORMATION**

**PAGE 3**

**CHAIRMAN**

- Mr RS Neill

**MEMBERS (*ex officio*)**

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

**MEMBERS (elected)**

- Rt Rev WP Colton
- Rev AJ Forster
- Very Rev JO Mann
- Ven REB White
- Mr TH Forsyth
- Mr LJW MacCann
- Mr DG Perrin
- Mr MJT Webb

**BANKERS**

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

**CUSTODIANS**

- Northern Trust  
Canary Wharf, London E14 5NT

**AUDITORS**

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

**OFFICERS**

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

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

The stated financial objective of the Representative Church Body (RCB) is to manage the investment portfolio to optimise return for present and future generations of the Church. The collapse of financial markets in 2008 damaged the value and resource generation capability of General Funds and the rebuilding of asset value is a medium term objective. In the short term, the aim is to bring withdrawal and expenditure levels within the capacity of General Funds to support.

A real return of 4% on portfolio value over the long term is seen to be sustainable, of which 0.5% would be applied to rebuilding asset value, and thus the target withdrawal level for the long term is 3.5% of asset value. To smooth the transition towards the long term, withdrawal from year to year is based 80% on the previous year's withdrawal level. Before special contributions to the Clergy Pensions Fund and the Staff Pension Scheme, the withdrawal level for 2012 was €0.7m more than allowable against this short term measure. The RCB continues to work to bring sustainable return and expenditure back into balance.

Asset values performed well in the year, assisted by the Funds being well positioned to take advantage of volatile bond markets, and offset by a third €5m injection of capital into the Clergy Pensions Fund, making €15m of special contributions in the last three years.

### ***Statement of Trustee's Responsibilities***

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

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

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

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

*RS Neill*  
Chairman, Executive Committee  
12 March 2013



**INDEPENDENT AUDITORS' REPORT TO THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**

We have audited the financial statements of the Representative Body of the Church of Ireland for the year ended 31 December 2012 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, the Accounting Policies and the related notes. The financial statements have been prepared in accordance with the Basis of Preparation note on pages 7 to 8 and the accounting policies set out in the statement of accounting policies on pages 7 to 10.

**Respective responsibilities of the trustee and auditors**

As explained more fully in the Statement of Trustee's Responsibilities set out on page 4, the Representative Body, as Trustee, is responsible for the preparation of the financial statements in accordance with the accounting policies of the Representative Body. Our responsibility is to audit and express an opinion on the financial statements in accordance with International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

This report, including the opinion, has been prepared for and only for the Trustee as a body and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Representative Body's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustee; and the overall presentation of the financial statements. In addition, we read the Executive Committee Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.



**INDEPENDENT AUDITORS' REPORT TO THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND - continued**

**Opinion on financial statements**

In our opinion, the financial statements:

- have been prepared in accordance with the Basis of Preparation note and the accounting policies on pages 7 to 10; and
- present the state of the Representative Body's affairs as at 31 December 2012 and of its incoming resources and application of resources and cash flows for the year then ended in accordance therewith.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion proper books of account have been kept by the Trustee. The financial statements are in agreement with the books of account.

A handwritten signature in cursive script that reads 'PricewaterhouseCoopers'.

**PricewaterhouseCoopers**  
**Chartered Accountants and Registered Auditors**  
**Dublin**

14 March 2013

1. The significant accounting policies adopted by the Representative Body are as follows:

(i) **Basis of preparation**

The Representative Body of the Church of Ireland (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 Representative Church Body undertakes the following activities:

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

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

• **RCB activities**

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

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

• **General Funds**

The column headed 'General Funds' in the SoFA represents the investment income earned from investments which are under the management of the RCB but are held for the benefit of the wider Church of Ireland. The costs incurred by the RCB in the provision of investment and other services are recovered from the General Funds investment income earned. Allocations represent amounts expended on wider church activities as detailed in Note 7.

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

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

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

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

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

**Initial measurement**

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

**Subsequent measurement**

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

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

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

**ACCOUNTING POLICIES**

**PAGE 9**

- (iii) **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.
- (iv) **Foreign exchange translation** – The Functional and Presentation currency of the Representative Body is Euro. This is considered to be the currency of the primary economic environment.

Assets and liabilities in currencies other than the functional currency of the Representative Body are translated into euro at the exchange rates ruling at the balance sheet date. Transactions in currencies other than the functional currency of the Representative Body are translated into euro at the rates ruling at the transaction date. Gains and losses on foreign exchange transactions are recognised in the Statement of Financial Activities on page 11. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.8161 (2011 €1 = £0.8353).

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

Neither the Representative Body 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.

- (vi) **Loans** – Loans in the General Funds Balance Sheet are stated at book cost at the balance sheet date.
- (vii) **Financial Risk** – The Representative Body manages a variety of risks, including market price, interest rate, foreign currency and liquidity, through the maintenance of a widely diversified portfolio of actively traded financial instruments. Note 14 to the financial statements sets out the exposure and the detail of treatment adopted.
- (viii) **Tangible fixed assets and depreciation** – Land is stated at cost. Other fixed assets are stated at cost less accumulated depreciation and are depreciated over the period of their expected useful economic lives. Depreciation is calculated using the following annual rates: Premises: 2% to 10%; Furniture and fittings: 8% to 10%; Office equipment: General 20%, System software 10%, Other software 20%.

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

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

Included in Reserves is an amount provided for the expected value of Allocations to be expended in 2013, and also an Allocations Equalisation Reserve which is utilised to smooth the impact of expected Allocations expenditure on income arising in the year.

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

- (xi) **Cost of operations**

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

The cost of charitable activities comprises those payroll and associated allocated overheads ascribed 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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**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND  
STATEMENT OF FINANCIAL ACTIVITIES  
YEAR ENDED 31 DECEMBER 2012**

**PAGE 11**

	2012		2011	
Notes	RCB activities €'000	General Funds €'000	RCB activities €'000	General Funds €'000
		Parish, Diocesan and Other Trust Funds €'000		Parish, Diocesan and Other Trust Funds €'000
<b>Incoming resources</b>				
Income from investments	-	5,701	-	6,692
Income from property and loans	-	142	-	168
Deposit Interest	-	263	-	244
Tax refund Gift Aid	-	-	-	-
Sundries	-	166	-	170
Subvention from Stipends, Royalties and Central Church Funds	-	230	-	197
	-	6,502	-	7,471
		10,679		10,497
<b>Resources expended</b>				
<b>Costs of operations</b>				
Cost of generating funds	5	1,717	1,621	-
Cost of charitable activities	5	800	840	-
Cost of governance activities	5	400	397	-
Other resources expended	6	320	356	-
RCB costs recovered	5,6	(3,237)	(3,214)	2,679
	-	2,685	-	2,679
		552		535
		552		535

<b>Net incoming resources before allocations and distributions</b>	-	3,817	10,127	-	4,792	9,962
<b>Allocations and distributions</b>						
- Allocation to Church activities expended in year	7	4,485	-	-	4,198	-
- Special pension contributions and charges	13	5,000	-	-	5,000	-
- Distributions		-	10,127	-	-	9,962
		9,485	10,127	-	9,198	9,962
<b>(Decrease) in resources before gains and losses</b>		(5,668)	-	-	(4,406)	-
<b>Recognised gains and (losses)</b>						
Gains /(losses) unrealised on revaluation	4,8	12,617	27,844	-	(11,612)	(6,905)
Gains /(losses) realised on invested assets	4,8	5,859	77	-	2,595	(68)
Currency movements	4,8	1,372	1,159	-	1,906	1,541
Other recognised (losses)/gains	4	(2,072)	65	(521)	28	-
Transfers between funds	13	2,072	(2,072)	521	(521)	-
<b>Net gain /(loss) in funds</b>		12,173	29,080	-	(12,010)	(5,432)
Total funds brought forward		140,505	208,354	-	152,515	215,785
Capital withdrawals	8c	-	(2,457)	-	-	(1,999)
<b>Total funds carried forward</b>		152,678	234,977	-	140,505	208,354

Signed: RS Neill

HJ Saville

Date: 12 March 2013

## THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

## BALANCE SHEET

31 DECEMBER 2012

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	Notes	2012		2011	
		RCB €'000	General Funds €'000	RCB €'000	General Funds €'000
					Parish, Diocesan and Other Trust Funds €'000
TANGIBLE FIXED ASSETS	1	4,596	-	4,667	-
INVESTMENTS					
Loans		-	1,491	-	1,466
Invested fund assets	2,3	-	145,897	-	130,925
		4,596	147,388	4,667	132,391
			201,476		173,279
			201,476		173,279
CURRENT ASSETS					
Debtors		344	1,164	328	1,502
Cash on short term deposit	11	-	4,191	-	5,247
Bank balances	11	883	-	532	-
		1,227	5,355	860	6,749
			33,501		35,075
CURRENT LIABILITIES					
Creditors		760	40	789	7
		760	40	789	7
NET CURRENT ASSETS		467	5,315	71	6,742
			33,501		35,075

LONG TERM (LIABILITY)							
Staff pension scheme (deficit)	12	(5,088)	-	-		(3,366)	-
BALANCE WITH GENERAL FUNDS		<u>25</u>	<u>(25)</u>	<u>-</u>		<u>1,372</u>	<u>-</u>
TOTAL NET ASSETS		<u>-</u>	<u>152,678</u>	<u>234,977</u>		<u>-</u>	<u>208,354</u>
FUNDS EMPLOYED	4,8c	<u>-</u>	<u>152,678</u>	<u>234,977</u>		<u>-</u>	<u>208,354</u>

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HJ Saville  
Date: 12 March 2013



Repayment of glebe, miscellaneous and car loans	1	-	342	-	-
Purchase of fixed assets		(165)			249
					(59)
NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS		(165)	19,704	1,622	7,970
FINANCING					
Net cash (outflow) for specific trusts		-	-	(3,196)	-
NET CASH FLOW FROM FINANCING		-	-	(3,196)	(2,884)
INCREASE/(DECREASE) IN CASH	10	351	13,777	(1,529)	2,061
					(2,646)

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HJ Saville

Date: 12 March 2013

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

## 1 TANGIBLE FIXED ASSETS

	Premises	Furniture and fittings	Office equipment	Total
	€000	€000	€000	€000
<u>Cost</u>				
At beginning of year	5,094	488	1,424	7,006
Additions	-	12	146	158
Disposals	-	-	-	-
Currency adjustment	5	-	2	7
At end of year	<u>5,099</u>	<u>500</u>	<u>1,572</u>	<u>7,171</u>
<u>Depreciation</u>				
At beginning of year	823	374	1,142	2,339
Charge for year	113	20	101	234
Disposals	-	-	-	-
Currency adjustment	1	-	1	2
At end of year	<u>937</u>	<u>394</u>	<u>1,244</u>	<u>2,575</u>
<u>Net book value</u>				
At beginning of year	<u>4,271</u>	<u>114</u>	<u>282</u>	<u>4,667</u>
At end of year	<u>4,162</u>	<u>106</u>	<u>328</u>	<u>4,596</u>

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

## 2 GENERAL FUNDS – ANALYSIS OF FUND ASSETS

	2012 €000	2011 €000
<u>Investments at valuation</u>		
Ireland		
Government bonds	7,670	4,426
Corporate bonds	15,027	1,676
Equities - financial & commercial	2,086	6,105
Unit trusts	146	688
United Kingdom		
Bonds	18,145	14,478
Equities	26,227	24,789
Europe		
Bonds	2,088	27,829
Equities	40,533	33,592
North America		
Equities	10,012	5,181
Rest of the world		
Bonds	-	3,173
Equities	6,112	5,970
	<u>128,046</u>	<u>127,907</u>
<u>Other assets</u>		
Cash	17,851	3,018
	<u>145,897</u>	<u>130,925</u>

## 3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	2012 €000	2011 €000
RB General Unit Trusts		
Cash	200,711	172,559
	765	720
	<u>201,476</u>	<u>173,279</u>

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

**PAGE 16**

**4 FUNDS EMPLOYED**

	Balance at 1.1.12 €'000	Net before gains and losses €'000	Currency translation movements €'000	Pension & Reserve movements €'000	Recognised gains/ (losses) €'000	Profit on investment sales €'000	Revaluation movements €'000	Balance at 31.12.12 €'000
Capital invested	133,931	-	1,311	(5,350)	-	6,357	11,664	147,913
Unrealised surplus on revaluation of property	367	-	-	-	-	-	-	367
Invested assets	134,298	-	1,311	(5,350)	-	6,357	11,664	148,280
Less - Staff pension deficit	(3,366)	-	-	350	(2,072)	-	-	(5,088)
Net capital invested	130,932	-	1,311	(5,000)	(2,072)	6,357	11,664	143,192
<b>Designated reserves</b>								
Allocations provision for following year (Note 7)	4,595	-	-	(256)	-	-	-	4,339
Allocations equalisation reserve	4,231	(5,668)	61	5,254	-	(498)	953	4,333
Staff pensions reserve	93	-	-	2	-	-	-	95
Sundry designated reserves	654	-	-	-	65	-	-	719
	140,505	(5,668)	1,372	-	(2,007)	5,859	12,617	152,678

General Funds capital changes records the transfer of €5.0m to support the solvency of the Clergy Pensions Fund, and €350,000 to support the Staff Pension Fund.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 17**

5 COSTS OF OPERATIONS	2012 €000	2011 €000
Cost of generating funds		
Payroll and related costs	1,306	1,354
Less - payroll costs recharged	(214)	(246)
	<u>1,092</u>	<u>1,108</u>
External managers	332	222
Office supplies, repairs and taxes	171	165
Depreciation	122	126
	<u>1,717</u>	<u>1,621</u>
Cost of charitable activities		
Payroll and related costs	627	668
Less - payroll costs recharged	(224)	(228)
	<u>403</u>	<u>440</u>
Office supplies, repairs and taxes	107	104
Depreciation	77	79
RCB Library	213	217
	<u>800</u>	<u>840</u>
Cost of governance activities		
Payroll and related costs	312	316
Less - payroll costs recharged	(187)	(190)
	<u>125</u>	<u>126</u>
Office supplies, repairs and taxes	49	47
Depreciation	35	36
Audit fees	74	80
Central committee expenses	117	101
Episcopal electors expenses	-	7
	<u>400</u>	<u>397</u>
Total cost of operations	<u>2,917</u>	<u>2,858</u>

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

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

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 18****6 OTHER RESOURCES EXPENDED**

	2012 €000	2011 €000
Professional costs	196	179
Pensions for retired staff	124	124
Reorganisation costs	-	53
	<u>320</u>	<u>356</u>

**7 ALLOCATIONS**

	2013 €000	2012 €000	2011 €000
(a) Reserve for following year			
Maintenance of the stipendiary ministry	1,494	1,449	1,275
Retired clergy and surviving spouses	499	783	943
Training of ordinands	1,398	1,431	1,212
General Synod activities	943	962	960
Miscellaneous financing	5	5	1
Reserve for following year (see Note 4)	<u>4,339</u>	<u>4,630</u>	<u>4,391</u>

	2012 €000	2011 €000
(b) Expended in year		
Reserve released	4,630	4,391
Less - allocations unexpended	145	193
	<u>4,485</u>	<u>4,198</u>

The 2013 provision for Allocations, shown in designated reserves in Note 4, is the gross amount committed by General Funds to be expended on wider Church activities in 2013. The value of subventions in 2012 was €230,000 (2011 - €197,000) and is shown in incoming resources.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 19**

## 8 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	Balance at 1.1.12 €000	Currency translation movements €000	Capital changes/ movements €000	Profit/ (loss) on sales €000	Revaluation movements €000	Balance at 31.12.12 €000
(a) INVESTED CAPITAL						
Parish trusts and glebe sales	113,973	697	(1,920)	(130)	16,483	129,103
Diocesan stipend and general funds	21,142	173	(198)	(35)	3,278	24,360
Diocesan miscellaneous trusts	8,464	48	8	-	1,372	9,892
Diocesan episcopal funds	4,257	34	(651)	231	400	4,271
Less: diocesan car loans	(430)	(4)	(16)	-	-	(450)
	<u>147,406</u>	<u>948</u>	<u>(2,777)</u>	<u>66</u>	<u>21,533</u>	<u>167,176</u>
Sundry trusts	40,718	155	(515)	11	4,699	45,068
General Synod funds	7,825	36	(18)	-	1,242	9,085
Trusts for retired clergy and spouses	3,149	20	237	-	370	3,776
	<u>199,098</u>	<u>1,159</u>	<u>(3,073)</u>	<u>77</u>	<u>27,844</u>	<u>225,105</u>

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS****PAGE 20**

## 8 PARISH, DIOCESAN AND OTHER TRUST FUNDS (continued)

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

	2012 €000	2011 €000
<b>Designated</b>		
Diocesan stipend & general funds	6,599	6,079
Parish endowments	169	31
Miscellaneous diocesan trusts	318	373
General Synod trusts	57	222
Other trust funds	1,407	1,549
Clergy pensions & related funds	251	223
Trust creditors	354	250
	<u>9,155</u>	<u>8,727</u>
<b>Undesignated</b>		
Auxiliary and Sundry Projects Funds	<u>717</u>	<u>529</u>
<b>Summary - reserves</b>		
Designated	9,155	8,727
Undesignated	<u>717</u>	<u>529</u>
	<u>9,872</u>	<u>9,256</u>

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

	2012 €000	2011 €000
Capital funds invested	225,105	199,098
Designated and undesignated reserves	<u>9,872</u>	<u>9,256</u>
	<u>234,977</u>	<u>208,354</u>
Net withdrawals		
Capital realised (8a)	(3,073)	(3,165)
Movement in reserves (8b)	<u>616</u>	<u>1,166</u>
	<u>(2,457)</u>	<u>(1,999)</u>

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

**PAGE 21**

**9 CASH FLOW RECONCILIATION**

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

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

	2012			2011			
	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
Net incoming resources before allocations and distributions		-	3,817	10,128	-	4,792	9,962
Other recognised losses		325	(325)	-	227	(227)	-
Change in other debtors		(16)	338	-	73	(706)	-
Change in creditors		(29)	33	-	177	(220)	-
Net amortisation of fixed assets	1	236	-	-	244	-	-
Net cash inflow		516	3,863	10,128	721	3,639	9,962
<b>10 ANALYSIS OF CHANGES IN CASH DURING THE YEAR</b>							
Net cash inflow/(outflow)		351	13,661	(1,800)	662	1,964	(3,040)
Effect of foreign exchange rate changes		-	116	271	-	97	394
Increase/(decrease) in cash		351	13,777	(1,529)	662	2,061	(2,646)

Balance at 1 January	532	8,265	35,795	(130)	6,204	38,441
Balance at 31 December	11	883	22,042	532	8,265	35,795
<b>11 ANALYSIS OF CASH BALANCES</b>						
Cash on short term deposit	-	4,191	33,492	-	5,247	35,062
Due from bankers	883	-	9	532	-	13
Cash held by investment managers	-	17,851	765	-	3,018	720
	10	883	22,042	532	8,265	35,795

Cash held for Unit Trusts and related entities has been excluded, which is consistent with prior year treatment.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 22**

## 12 RETIREMENT BENEFITS

- (a) The Representative Body operates a contributory defined benefit pension scheme with assets held in a separately administered fund. The most recent triennial valuation was as at 1 January 2011 and is available for inspection by the scheme members. The scheme is closed to new members.

The 1 January 2011 valuation showed that the market value of the assets of the scheme was €7.626m which represented 64% of the benefits that had accrued to members after allowing for expected future increases in earnings.

The figures for the year ending 31 December 2012 under FRS17 (and comparatives for 31 December 2011) show that the fair value of the assets of the scheme to be €8.727 (€7.609m), and that this represents 63% of the value of benefits that had accrued to members as at that date. The fair value of assets have improved by €1.1m (14.69%) during the year and the actual return on the plan assets was €0.91m during the year. The present value of scheme liabilities as calculated by the actuary under FRS17 has increased from €10.97m to €13.82m in 2012. As required by FRS17 the valuation was prepared using the 'projected unit cost' method.

Amongst the assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments, the discount rate, and the actuarial changes in mortality projections. The discount rate, as prescribed by FRS 17, is based on the market yield at the valuation date of high quality corporate bonds, and was set at 3.9% (5.0%).

The actuarial calculation of the amounts to be recognised in the Statement of Financial Activities is shown in Note 12c following. The current service cost and net finance cost are included in resources expended.

- (b) Financial Reporting Standard 17 'Retirement Benefits' disclosures

**The amounts recognised in the balance sheet are as follows:**

	2012	2011
	€000	€000
Present value of funded obligations	(13,815)	(10,975)
Fair value of plan assets	8,727	7,609
Pension Liability in the balance sheet	<u>(5,088)</u>	<u>(3,366)</u>

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

## 12 RETIREMENT BENEFITS - CONTINUED

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

	2012 €000	2011 €000
Interest cost	549	590
Expected return on plan assets	(475)	(537)
Net finance expense	74	53
Current service cost - included in costs of operations	174	202
	<u>248</u>	<u>255</u>
Actuarial gains/(losses)	2012 €000	2011 €000
Actual less expected return on scheme assets	439	(878)
Experience gains/(losses) on liabilities	(20)	737
Change in assumptions underlying the present value of the scheme liabilities	(2,451)	(379)
	<u>(2,032)</u>	<u>(520)</u>

The cumulative actuarial loss recognised up to and including the financial year ended 31 December 2012 is €6.253m.

	Pension Assets €000	Pension Liabilities €000	2012 Pension Deficit €000	2011 Pension Deficit €000
(d) Movement in Scheme Assets and Liabilities				
At 31 December 2011	7,609	(10,975)	(3,366)	(3,195)
Current Service Cost	-	(174)	(174)	(202)
Interest on scheme liabilities	-	(549)	(549)	(590)
Expected return on scheme assets	475	-	475	537
Actual less expected return on scheme assets	439	-	439	(878)
Experience gains on liabilities	-	(20)	(20)	737
Changes in assumptions	-	(2,451)	(2,451)	(379)
Benefits paid	(383)	383	-	-
Premiums paid	(33)	33	-	-
Contributions by plan participants	62	(62)	-	-
Employer contributions paid	558	-	558	604
At 31 December 2012	<u>8,727</u>	<u>(13,815)</u>	<u>(5,088)</u>	<u>(3,366)</u>
Note - actual return on plan assets			(914)	(341)

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

## 12 RETIREMENT BENEFITS - CONTINUED

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

At 31 December 2012 the scheme assets were invested in a diversified portfolio that consisted primarily of equity and debt securities and properties. The fair values of the scheme assets as a percentage of total scheme assets and target allocations are set out below:

	2012	2011	2010
(as a percentage of total scheme assets)	%	%	%
Equities	75	73	73
Bonds	17	17	14
Property	4	4	4
Cash	4	6	9

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

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

For equities and property, the long term rate of return is expected to exceed that of bonds by a margin, the "risk premium". In assessing the equity risk premium, past returns have been analysed giving a risk premium of 4.0% above the long term gilt yields, giving an assumed return of 6.7%. This is reduced to 6.1% after deduction of the pensions levy.

For property assets, the assumed rate of return is 4.2% (3.6% after deduction of the pensions levy) reflecting an expectation that property returns will not match equity returns in the future. Thus, the overall expected return on scheme assets at 31 December 2012 is 5.12% (2011: 6.15%).

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

	2012	2011
	%	%
Discount rate	3.90	5.00
Future salary increases	2.50	2.50
Future pension increases	2.00	2.00
Inflation rate	2.00	2.00

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 25**

## 12 (g) RETIREMENT BENEFITS - CONTINUED

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

	2012	2011
Male	23.2	23.0
Female	24.5	24.5

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

	2012	2011	2010	2009	2008
Present value of the defined benefit obligation (€000)	(13,815)	(10,975)	(10,869)	(9,113)	(9,376)
Fair value of plan assets (€000)	8,727	7,609	7,674	6,861	5,677
Pension (deficit)/surplus (€000)	(5,088)	(3,366)	(3,195)	(2,252)	(3,699)
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	0.0%	6.71%	0.84%	2.8%	(15.2%)
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	5.0%	(11.55%)	5.3%	12.8%	(67.1%)

## 13 SPECIAL PENSION CONTRIBUTIONS AND CHARGES

A special contribution of €5m was made in 2012 to support the solvency of the Church of Ireland Clergy Pensions Fund.

The movement in the Staff Pension Scheme, amounting to €2.072m, includes €0.35m of a capital injection into the fund and €1.722m being the increase in the actuarially calculated deficit under FRS17.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 26**

## 14 FINANCIAL INSTRUMENTS

The main risks to the Representative Church Body (RCB) relating to its holding of financial instruments are market price, foreign currency, interest rate, liquidity and credit risk.

## (a) Market Price Risk

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

## (b) Foreign currency risk

A portion of the financial assets/net assets of the RCB is denominated in currencies other than Euro with the effect that the balance sheet and total return can be affected by currency movements. The RCB does not hedge against foreign currency risk.

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

Currency	2012 Total €000	2011 Total €000
Sterling	51,412	45,884
US Dollars	10,153	6,865
Swiss Francs	5,284	4,009
Swedish Kroner	3,570	1,117
Norwegian Kroner	2,240	1,146
Hong Kong Dollars	1,348	-
Turkish Lira	891	-
Total of other currencies	5,342	5,851
	<u>80,240</u>	<u>64,872</u>

The rates of exchange used at 31 December 2012 for significant currency exposures.

Sterling	0.8161
US Dollars	1.3180
Swiss Francs	1.2070
Swedish Kroner	8.5770
Norwegian Kroner	7.3370
Hong Kong Dollars	10.2260
Turkish Lira	2.3551

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

## 14 FINANCIAL INSTRUMENTS (Contd)

## (c) Interest Rate Risk

The RCB has interest bearing assets but does not have interest bearing liabilities. The financial assets of the RCB consist predominantly of equity shares.

The interest profile of the RCB's interest bearing financial assets at 31 December 2012 was:

	2012		2011	
	Total interest bearing €000	Interest bearing at fixed rate €000	Total interest bearing €000	Interest bearing at fixed rate €000
Sterling	14,303	14,303	24,046	18,761
Euro	28,625	20,697	26,386	26,386
<b>Total</b>	<b>42,928</b>	<b>35,000</b>	<b>50,432</b>	<b>45,147</b>

## Fixed interest rate financial assets

	2012		2011	
	Weighted average interest rate %	Weighted average period for which rate is fixed (years)	Weighted average interest rate %	Weighted average period for which rate is fixed (years)
Sterling	8.89	14.58	6.41	13.84
Euro	5.25	5.24	5.50	6.95

## (d) Liquidity Risk

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

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

14 FINANCIAL INSTRUMENTS (Contd)

(e) Credit Risk

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

## APPENDIX A

**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 2012**

	2012	2011
	€	€
<b>Income</b>		
Grants from General Synod	716,642	747,788
Divinity student fees	138,603	137,240
Receipts from guests and conference	57,626	50,937
Non-stipendiary ministry training	2,165	6,459
Clergy study courses	3,300	3,884
Interest	5	779
Foundation course	28,800	37,317
CME/lay training	63,175	-
Children's ministry	6,349	-
	<u>1,016,665</u>	<u>984,404</u>
<b>Expenditure</b>		
Academic expenses	414,777	379,251
Administration expenses	111,368	109,925
Operating expenses	278,706	272,992
Establishment expenses	219,946	216,459
Transfer to Chapel Library	-	1,113
	<u>1,024,797</u>	<u>979,740</u>
<b>(Deficit)/surplus for the year</b>	(8,132)	4,664
Balance at beginning of the year	5,002	38,945
Opening balance paid to RCB	(5,002)	(37,742)
<b>Balance at the end of the year</b>	<u>(8,132)</u>	<u>5,867</u>

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

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

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**BALANCE SHEET**

**As at 30 June 2012**

	2012 €	2011 €
EMPLOYMENT OF CAPITAL		
<b>Fixed assets</b>	6,432	19,892
	<hr/>	<hr/>
<b>Current assets</b>		
Sundry debtors	86,837	49,042
Bank deposit accounts	9,370	9,368
Bank current accounts	34,979	21,441
Cash on hand	57	12
	<hr/>	<hr/>
	131,243	79,863
<b>Creditors – amounts falling due within one year</b>	(137,450)	(80,029)
	<hr/>	<hr/>
<b>Net current liabilities</b>	(6,207)	(166)
Total assets less current liabilities	225	19,726
<b>Creditors – amounts falling due after more than one year</b>	(7,569)	(13,859)
	<hr/>	<hr/>
<b>Net (liabilities)/assets</b>	(7,344)	5,867
	<hr/>	<hr/>
<b>Capital and trust funds</b>		
Accumulated (deficit)/surplus	(8,132)	5,002
Ferrar Memorial Fund for Liturgical Library	65	91
Gregg Memorial Fund for College Library	723	774
	<hr/>	<hr/>
	(7,344)	5,867
	<hr/>	<hr/>

## APPENDIX B

## FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

	2012 %	3 year annualised 2010-2012 %	5 year annualised 2008-2012 %
<b>General Funds</b>			
General Funds (In-House)	30.5	7.1	-7.2
General Funds (Lazard)	19.4	10.0	1.8
<b>Parochial, Diocesan Funds etc</b>			
RB General Unit Trust (RI)	22.3	8.0	-3.6
RB General Unit Trust (NI)	17.0	9.5	4.3
<b>Market Averages</b> (a)			
<i>ISEQ Index</i>	20.4	7.3	-11.0
<i>Merrill Lynch Irish Govt Bond Index</i>	29.3	7.4	6.3
<i>FTSE Eurotop 100</i>	14.9	5.2	-2.2
<i>FTSE All Share Index (€)</i>	15.7	11.0	0.9
<i>FTSE All Share Index (£)</i>	12.5	7.7	2.7
<i>Merrill Lynch Sterling Broad Market Bond Index</i>	6.1	9.1	7.0

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(a) Total returns assume reinvestment of dividends and are quoted gross.

## APPENDIX C

### SOCIALLY RESPONSIBLE INVESTMENT

#### ANNUAL REVIEW AND REPORT OF THE INVESTMENT COMMITTEE TO THE REPRESENTATIVE CHURCH BODY (SEPTEMBER 2012)

Ethical considerations form an integral part of the Representative Church Body's investment management process in keeping with its Christian witness and values.

The RCB seeks to invest in companies which will develop their business financially and generate acceptable investment returns for the shareholders, but which also demonstrate equitable employment, incorporate good corporate governance practices, are conscientious with regard to environmental performance and human rights and act with sensitivity to the communities in which they operate. The use of 'positive' ethical criteria in assessing companies is firmly incorporated within our ethical investment policy, although 'negative' criteria are also applied.

The Representative Body is committed to striking a balance between investment that takes account of ethical considerations (which are complex and sometimes subjective) and the implications of Trust Law, which places a fiduciary responsibility on the RCB, as Trustee, to obtain the best risk adjusted financial return possible for the trust beneficiaries.

The RCB recognises that, given the complex and changing structures of many companies and their diversified subsidiary interests, some may develop/acquire business interests in areas the RCB might otherwise wish to avoid. Disinvestment will be considered if these interests become a material proportion of the focus or business activity of the company with any disposals to take place within a six month time frame (so as to minimise any possible monetary loss).

Investment is avoided in any company that produces cluster munitions systems or manufactures pornographic products. In addition, investment is to be avoided in companies where a material share of revenue is derived from strategic military sales or the manufacture of tobacco products. (The term 'strategic' military sales is used to refer to products or services that are essential for military operations. Parts or services that are either not material to military capability, or are generic parts or services which are also widely used for non-military purposes are deemed to be 'non-strategic').

The RCB remains sensitive to the issues of environmental damage, human rights and using animals for product testing (cosmetics in particular) and endeavours to invest in companies with high standards and policies in these areas. The investment managers have been charged with the authority to participate in constructive engagement with companies on these issues where deemed appropriate and following engagement, if no satisfactory conclusion can be reached, disinvestment may be considered.

The Investment Committee monitors and reviews the RCB's investments including an ethical assessment at least once each year.

In addition, the Committee reviews the research findings of the Ethical Investment Advisory Group of the Church of England and participates in the Church Investors' Group (a formal group representative of various Churches in the UK and Ireland) through correspondence and attendance at review meetings.

Following this year's annual review, and having received written reports from our external fund managers, the Investment Committee is satisfied that the investments held for all funds are consistent with the RCB's investment policy and that the investment managers continue to be sensitive to the Church's expectations on socially responsible investment issues.

**APPENDIX D**

**GENERAL UNIT TRUSTS**

**FINANCIAL STATEMENTS**

**AND**

**INVESTMENT MANAGER'S REPORTS**

**YEAR ENDED 30 JUNE 2012**

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RB General Unit Trust (Republic of Ireland)	95
RB General Unit Trust (Northern Ireland)	103

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

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**FUND OBJECTIVE**

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

**MARKET REVIEW**

**EUROPE**

The period under review was dominated by the ongoing crisis in the Eurozone. Equity markets sold off severely over the third quarter of 2011 following the row over the US debt ceiling and subsequent S&P downgrade of the US, combined with unsustainable bond yields in the Eurozone periphery. Special liquidity measures from central banks, together with solid corporate earnings saw a strong recovery over the latter months of 2011 and the first quarter of 2012. However, fresh concerns over the viability of the single currency re-surfaced once more, initially focussed on Greece, followed by Spain, where a banking solvency problem developed similar to that in Ireland. The wider European Index (including the UK) declined by 4.4% while the more narrowly focussed Euro Stoxx 50 Index fell by over 16%.

Having increased interest rates in early summer 2011, the ECB reversed course under new president Mario Draghi providing substantial liquidity to the banking sector via two 3-year funding operations (LTRO's) which helped avert a more serious credit contraction. However, it could not prevent the periphery areas falling back into recession while growth elsewhere slowed to barely positive levels.

In Ireland political stability and adherence to the 'bail-out' conditions saw dramatic falls in bond yields over the period from 11.5% to 6%. Unlike Spain or Italy, the Irish market had no regular supply of bonds, hence yields were responsive to relatively good news.

**UK**

The UK equity market, like all global markets, was not immune to the Eurozone debt crisis with major macro economic issues driving market volatility and risk appetites over the period. The FTSE 100 Index fell by 2.2% over the period whilst UK gilts on the other hand, exhibited strong gains as a beneficiary of the 'flight to quality', and support from the Bank of England.

The UK economy slipped back into recession in early 2012 as GDP fell by 0.3% in the first quarter, the second consecutive quarterly contraction. Meanwhile the Bank of England maintained rates at 0.5% over the period and continued with its Quantitative Easing Policy (QE) to provide further monetary stimulus.

Sterling appreciated by 12% versus the Euro over the 12 months to end June 2012, a major factor in the relative out-performance of UK assets.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

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**KEY CHANGES TO THE FUND**

The fund has undergone a gradual re-structuring over the year in order to better meet the challenging global macro-economic back-drop while achieving the fund's primary objective of long-term capital improvement. This has taken place at three levels: Asset allocation, sector exposure and stock specific risk. At each level the manager has sought to diversify risk while utilising pre-defined parameters to take advantage of opportunities as they arise.

In terms of total equity exposure a range of 50-80% was established using the FTSE Eurotop 100 as a benchmark (this is a mix of Continental and UK equities). By way of example, in Q3 2011 equity exposure was raised to c.75% as global markets were sold off to valuations that reflected an earnings collapse. In the event, following Central bank liquidity measures and better than expected company profits, markets performed strongly. Risk was subsequently cut back in February and March 2012 to c.60% in equities. On the fixed income side of the portfolio, 15% of benchmark is now allocated to non-Irish bonds.

At the sector level, a maximum in any one sector of 20% was agreed to safeguard against concentrations in risk. In financials the fund has remained below 10% (versus a benchmark of 17%) while disposing of most bank holdings in favour of quality insurers such as Zurich Financial and internationally diversified stocks such as Fairfax of Canada.

The Fund also exited its positions in UK listed global mining companies on account of a possible hard landing/slowdown in China and re-invested into alternative materials companies including fertiliser companies K&S and Yara and precious metals company Fresnillo.

At stock level the manager seeks to control risk by limiting any one equity exposure to under 2.4% of fund value and also by predominantly holding larger, dividend paying companies. For bonds, equivalent size and quality criteria are applied. The Fund exited its positions in Irish Sovereign debt in favour of Government Guaranteed bank debt which offered additional return for equivalent level of risk.

This strategy is reflected in the asset allocation at June 2012 where equities comprised 62% of the Fund's assets compared to 79% as at June 2011. Cash levels at 7% are relatively high but considered prudent in the current risk environment. The top ten equities are given in the table overleaf and demonstrate the geographic distribution and diversity of the portfolio.

Performance both in absolute terms (+12.5%) and versus benchmark was strong over the 12 month period reflecting the above factors.

All companies must comply with the Representative Church Body's socially responsible investment policy.

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER'S REPORT**  
**YEAR ENDED 30 JUNE 2012**

**PERFORMANCE**

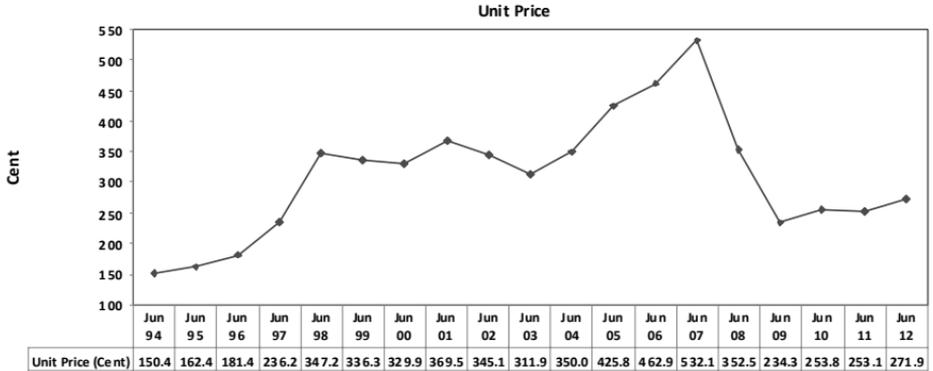
During the period under review the capital value of the Fund rose by 7.4% while the total return (capital and income) was 12.5%. This compares with the fund benchmark of 6.5%.

**Annualised Total Returns:**

	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>	<b>10 Years</b>
FTSE Eurotop 100 Index*	-4.4%	9.1%	-5.0%	2.4%
FTSE 100 Index (€)*	9.3%	15.7%	-3.1%	3.3%
DJ Eurostoxx 50*	-16.2%	2.5%	-8.9%	0.5%
ML Irish Government Bond Index	44.7%	5.3%	4.4%	4.7%
ML Euro Bond Index	7.1%	4.7%	5.1%	4.7%
 RB General Unit Trust (RI)	 12.5%	 9.8%	 -8.4%	 1.7%

\* net returns

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



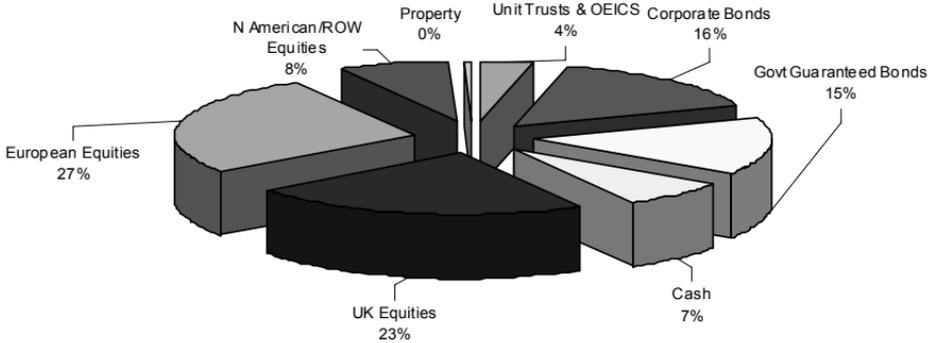
**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**

**INVESTMENT MANAGER’S REPORT**

**YEAR ENDED 30 JUNE 2012**

**TRUST ASSET DISTRIBUTION**

The investment profile in terms of distribution of the assets (by value) at 30 June 2012 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account was €142,613,633. Of this figure, the value of euro denominated securities (including some international securities) plus cash held by the Trust was €91,244,503 (64% of the total Fund value).

The value of the UK holdings (denominated in sterling) including sterling cash was £41,444,614 (36% of the Fund). The closing EUR/GBP exchange rate was 0.8068 (2011: 0.9026).

The ten largest equity holdings at 30 June 2012 were:

	% of Fund		% of Fund
1. Eni	2.2	6. Fairfax	2.0
2. E.On	2.1	7. CRH	1.9
3. SSE	2.0	8. Diageo	1.9
4. Exelon	2.0	9. Royal Dutch Shell	1.8
5. Tesco	2.0	10. Yara	1.8

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

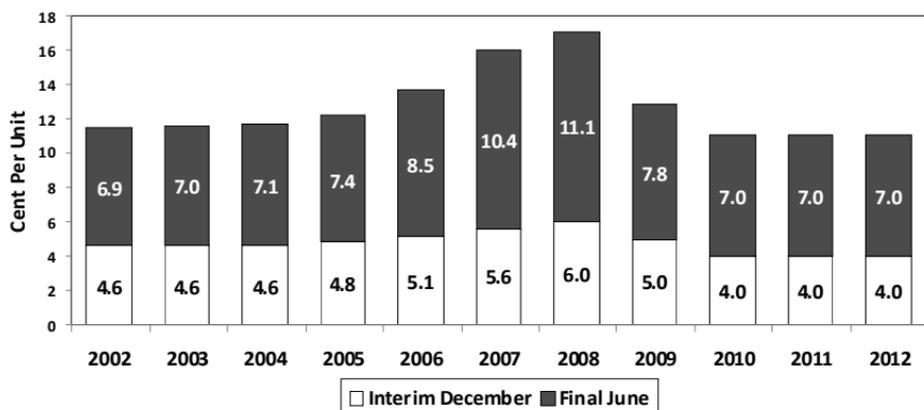
**INCOME DISTRIBUTION TO UNIT HOLDERS**

The Trust established a revised dividend reserve policy that will target a level of 2% of Fund value. The Dividend Equalisation Reserve 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.

Moderate growth continued in dividends as corporate earnings remained resilient during the year and the Trust agreed to maintain its interim distribution at 4.0 cent and its final distribution at 7.0 cent. In addition, a sum of €662,758 was transferred to the Dividend Equalisation Reserve as at 30 June 2012 in line with the revised DER policy. The balance in the Reserve at the financial year end was €2,435,695 (2011: €1,772,937).

Based on the value of a unit at 30 June 2012 of €2.72, and a full year distribution of 11.0 cent, the distribution yield was 4.04%. (The comparative figures for 30 June 2011 showed a yield of 4.3% based on a unit value then of €2.53 and a full year distribution of 11.0 cent).

**Income Distributions (2002 - 2012) – Financial Year-End 30 June**



**FUND FLOWS**

There were net outputs of €588,032 from the Fund for the twelve months to 30 June 2012, reflecting new cash of €904,222 less redemptions of €1,492,254.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

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**OUTLOOK**

With Europe as a whole mired in recessionary conditions and emerging market growth decelerating, not for the first time markets look to the US for leadership and support. In this regard, the US Federal Reserve is key as the US government has no fiscal ammunition due to an ongoing deficit of over 10% of GDP and a debt level in excess of 100% of national income. It is anticipated that further QE, expanding money supply, will take place. We know from the experience of the last three years that the impact on the real economy is relatively muted as it does little to improve real incomes or final demand. However, QE does tend to inflate asset prices (good for markets in the short term) and also generates some inflation, which is badly needed by the highly indebted economies (US, Europe and Japan).

Under these circumstances we believe markets will remain broadly range-bound, with a generally negative bias from continued fiscal restraint, and the expected political backlash, off-set by central bank efforts to buoy growth. The two main unknowns on either side of this equation are i) post the US election how aggressively will the fiscal deficit be tackled and ii) will the ECB succumb to the pressure to become the major buyer of Spanish and Italian bonds?

Clearly, with all three major regions (US, Europe and China/Emerging markets) facing both economic and political changes greater than is usual, serious difficulties lay ahead. Therefore the fund's approach to risk will be to continue the prudential policy of selling into strength and using 'crisis/sell-offs' as buying opportunities. In this regard the manager utilises long-term valuation measures to maintain discipline in terms of appropriate market levels.

Specifically in equity selection, companies are selected on the basis of their balance sheet strength as this tends to reflect good management and the ability to sustainably grow their earnings and dividend distributions. We will continue to diversify across different sectors and where possible, diversify geographically within sectors, to spread risk.

Regarding bond investment, in our opinion so called 'risk free' sovereign bonds (US, UK, Germany and France) yielding 1.25% to 2% are most likely 'return free' over the medium term. In the case of UK gilts for example, locking in a 10 year yield of 1.5% is in effect eroding capital in real terms, which is contrary to our fund objective as well as falling well short of our income requirements. Apart from shorter dated Irish bonds, the fund currently holds only corporate bonds that we believe will continue to benefit from the excess liquidity provided by central banks.

Due to the long term risks of inflation eventually taking hold, as witnessed in previous episodes of monetary expansion, the fund will continue to hold the majority of its capital in real assets.

Roy Asher  
Head of Investments  
26 July 2012

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2012**

	30-Jun-12 €'000	30-Jun-11 €'000
Income	6,798	6,054
Expenses	(27)	(21)
<b>Net income</b>	<u>6,771</u>	<u>6,033</u>
<b>Distributions</b>	<u>(6,109)</u>	<u>(6,085)</u>
Transfer to / (from) dividend equalisation reserve	662	(52)
<b>Net gains / (losses) on investment activities</b>		
- Net realised (losses)	(1,841)	(7,378)
- Net change in unrealised gains on investments	5,146	11,769
- Net change in currency exchange gains / (losses)	6,617	(4,761)
<b>Net increase / (decrease) in net assets from investment activities</b>	<u>10,584</u>	<u>(422)</u>
<b>Funds brought forward</b>	135,054	135,402
Proceeds from units issued	904	434
Cost of units redeemed	(1,492)	(360)
<b>Funds carried forward</b>	<u>145,050</u>	<u>135,054</u>

Signed on behalf of the Trustee:

*RS Neill*

*HJ Saville*

Date:

17 October 2012

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

**BALANCE SHEET AS AT 30 JUNE 2012**

	30-Jun-12 €000	30-Jun-11 €000
<b>Investments</b>	<u>142,614</u>	<u>133,280</u>
<b>Current assets</b>		
Debtors	<u>2,580</u>	<u>2,116</u>
	<u>2,580</u>	<u>2,116</u>
<b>Current liabilities</b>		
Creditors (amounts falling due within one year)	<u>144</u>	<u>342</u>
	144	342
<b>Net current assets</b>	<u>2,436</u>	<u>1,774</u>
<b>Total assets</b>	<u>145,050</u>	<u>135,054</u>
<b>Trust capital fund</b>	<u>145,050</u>	<u>135,054</u>

Signed on behalf of the Trustee:

*RS Neill*

*HJ Saville*

Date:

17 October 2012

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

---

**FUND OBJECTIVE**

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

**MARKET REVIEW**

**UK**

The UK equity market, like all global markets, was not immune to the Eurozone debt crisis with major macro economic issues driving market volatility and risk appetites over the period. The FTSE 100 Index fell by 2.2% over the period whilst UK gilts on the other hand, exhibited strong gains as a beneficiary of the 'flight to quality', and support from the Bank of England.

The UK economy slipped back into recession in early 2012 as GDP fell by 0.3% in the first quarter, the second consecutive quarterly contraction. Data releases from the UK continued to indicate that the economy slowed; inflation, tighter fiscal measures and weakening export demand all hurt growth.

The Bank of England maintained rates at 0.5% over the financial year and has continued with its Quantitative Easing Policy (QE) to provide further monetary stimulus in an attempt to off-set the negative impacts of Eurozone weakness and the global slowdown. Although inflation remains above target at 2.8%, recent readings have been lower than expected and may contribute to the case for further QE.

The anaemic performance of the UK economy was a positive for bond markets but tends not to have too much impact on the UK equity market which derives the vast majority of its earnings from abroad. Hence the relatively good performance of the UK market, particularly versus European peers.

**EUROPE**

The period under review was dominated by the ongoing crisis in the Eurozone. Equity markets sold off severely over the third quarter of 2011 following the row over the US debt ceiling and subsequent S&P downgrade of the US, combined with unsustainable bond yields in the Eurozone periphery. Special liquidity measures from central banks, together with solid corporate earnings saw a strong recovery over the latter months of 2011 and the first quarter of 2012. However, fresh concerns over the viability of the single currency re-surfaced once more, initially focussed on Greece, followed by Spain, where a banking solvency problem developed similar to that in Ireland. The wider European Index (including the UK) declined by 4.4% while the more narrowly focussed Euro Stoxx 50 fell over 16%.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

---

Having increased interest rates in early summer 2011, the ECB reversed course under new president Mario Draghi providing substantial liquidity to the banking sector via two 3-year funding operations (LTRO's) which helped avert a more serious credit contraction. However, it could not prevent the periphery areas falling back into recession while growth elsewhere slowed to barely positive levels.

In Ireland political stability and adherence to the 'bail-out' conditions saw dramatic falls in bond yields over the period from 11.5% to 6%. Unlike Spain or Italy, the Irish market had no regular supply on bonds, hence yields were responsive to relatively good news.

**KEY CHANGES TO THE FUND**

The fund has undergone a gradual re-structuring over the year in order to better meet the challenging global macro-economic back-drop while achieving the fund's primary objective of long-term capital improvement. This has taken place at three levels: Asset allocation, sector exposure and stock specific risk. At each level the manager has sought to diversify risk while utilising pre-defined parameters to take advantage of opportunities as they arise.

In terms of total equity exposure a range of 50-80% was established while 20% of benchmark is now allocated to non-UK equity. By way of example, In Q3 2011 equity exposure was raised to c.75% as global markets were sold off to valuations that reflected an earnings collapse. In the event, following Central bank liquidity measures and better than expected company profits, markets performed strongly. Risk was subsequently cut back in February and March 2012 to c.60% in equities.

At the sector level, a maximum in any one sector of 20% was agreed to safeguard against concentrations in risk. In financials the fund has remained below 10% (versus a benchmark of 17%) while disposing of all UK banks in favour of quality insurers such as Standard Life and internationally diversified stocks such as Fairfax of Canada.

The Fund also exited its positions in UK listed global mining companies on account of a possible hard landing/slowdown in China and re-invested into alternative materials companies including fertiliser companies K&S and Yara and precious metals company Fresnillo.

At stock level the manager seeks to control risk by limiting any one equity exposure to under 2.4% of fund value and also by predominantly holding larger, dividend paying companies. For bonds, equivalent size and quality criteria are applied. This is particularly relevant as the fund holds no UK gilts due to their historically low yields and implied negative real returns.

This strategy is reflected in the asset allocation at June 2012 where equities comprised 58% of the Fund's assets compared to 76% as at June 2011. Cash levels at 12% are high but considered prudent in the current risk environment. The top ten equities given in the table overleaf reflect the revised geographic distribution and the increased diversity.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

In last year's report we referred to a possible investment in commercial property. An initial investment was made in the Property Income Trust for Charities (PITCH); a diversified, tax efficient property fund aimed at Charities managed by Mayfair in October 2011 with a further investment in April 2012 bringing the overall exposure to 5% of the total fund.

Although the fund performed broadly in line with benchmark (+2.7%) there was a strong out-performance over the 6 months to end June 2012 reflecting some of the above mentioned actions. The main detractor from performance was due to the absence of holding UK gilts.

All companies comply with the Representative Church Body's socially responsible investment policy.

**PERFORMANCE**

During the period under review the capital value of the Fund fell by 1.8% while the total return (capital and income) was +2.7%. This compares with the fund benchmark of 2.8%.

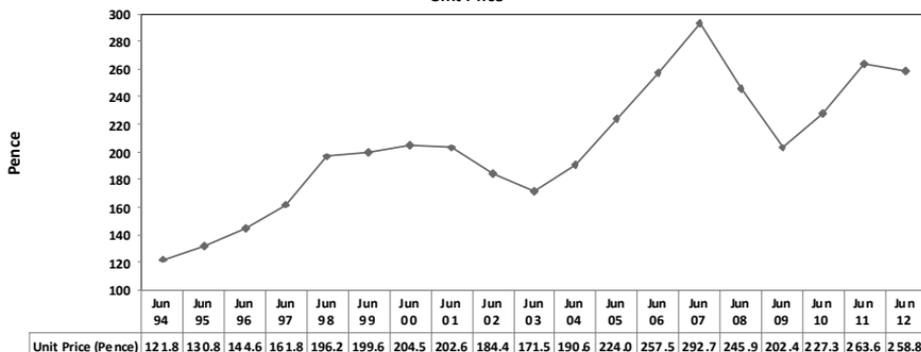
**Annualised Total Returns:**

	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>	<b>10 Years</b>
FTSE 100*	-2.4%	13.5%	0.50%	5.6%
ML Sterling Bond Index	14.2%	9.6%	7.7%	6.1%
Eurotop 100 (GBP)*	-14.6%	7.1%	-1.6%	4.6%
RB General Unit Trust (NI)	2.7%	13.3%	2.1%	7.9%

\* net returns

The historic unit price is detailed in the below chart.

**Unit Price**



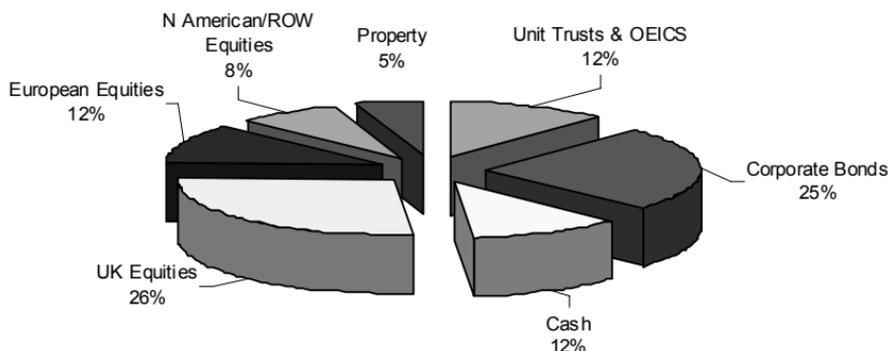
**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

**TRUST ASSET DISTRIBUTION**

The investment profile in terms of distribution of the assets (by value) at 30 June 2012 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account was £35,028,803. Of this figure, the value of sterling denominated securities (including some international securities) plus cash held by the Trust was £26,904,062 (77% of the total Fund value).

The value of the European and/or international holdings (denominated in euro) including euro cash was €10,070,329 (23% of the Fund). The closing EUR/GBP exchange rate was 0.8068 (2011: 0.9026).

The ten largest equity holdings at 30 June 2012 were:

	% of Fund		% of Fund
1. Standard Life	2.2	6. Exelon	1.9
2. SSE	2.2	7. General Electric	1.9
3. Unilever	2.1	8. Fairfax Financial	1.9
4. Dragon Oil	2.0	9. Diageo	1.8
5. Yara	2.0	10. Teliasonera	1.8

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

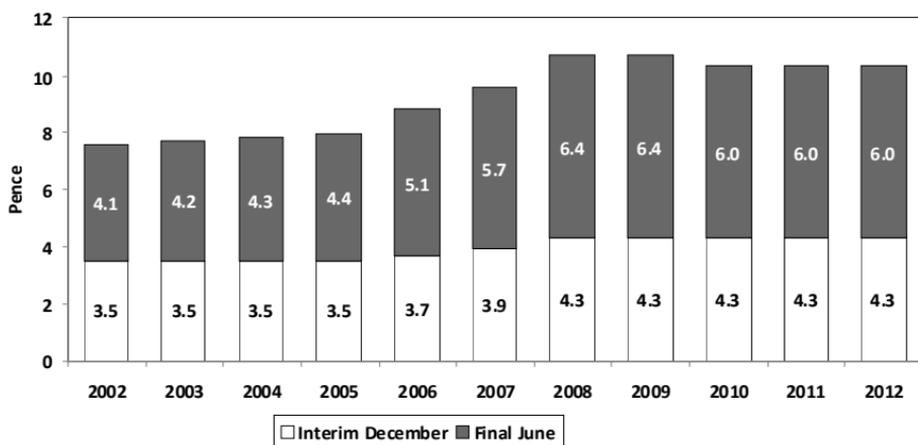
**INCOME DISTRIBUTION TO UNIT HOLDERS**

The Trust established a revised dividend reserve policy that will target a level of 2% of Fund value. The Dividend Equalisation Reserve 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.

Moderate growth continued in dividends as corporate earnings remained resilient during the year and the Trust agreed to maintain its interim distribution at 4.3 pence and its final distribution at 6.0 pence. In addition, a sum of £146,924 was transferred to the Dividend Equalisation Reserve as at 30 June 2012 in line with the new DER policy. The balance in the Reserve at the financial year end was £348,213 (2011: £201,288).

Based on the value of a unit at 30 June 2012 of £2.588, and a full year distribution of 10.3 pence, the distribution yield was 3.98%. (The comparative figures for 30 June 2011 showed a yield of 3.9% based on a unit value then of £2.636 and a full year distribution of 10.3 pence).

**Income Distributions (2002 – 2012) - Financial Year-End 30 June**



**INPUTS INTO FUND**

There were net outputs of £307,113 from the Fund for the twelve months, reflecting new cash of £617,511 less redemptions of £924,624.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2012**

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**OUTLOOK**

With Europe as a whole mired in recessionary conditions and emerging market growth decelerating, not for the first time markets look to the US for leadership and support. In this regard, the US Federal Reserve is key as the US government has no fiscal ammunition due to an ongoing deficit of over 10% and a debt level in excess of 100% of national income. It is anticipated that further QE, expanding money supply, will take place. We know from the experience of the last three years that the impact on the real economy is relatively muted as it does little to improve real incomes or final demand. However, QE does tend to inflate asset prices (good for markets in the short term) and also generates some inflation, which is badly needed by the highly indebted economies (US, Europe and Japan).

Under these circumstances we believe markets will remain broadly range-bound, with a generally negative bias from continued fiscal restraint, and the expected political backlash, off-set by central bank efforts to buoy growth. The two main unknowns on either side of this equation are i) post the US election how aggressively will the fiscal deficit be tackled and ii) will the ECB succumb to the pressure to become the major buyer of Spanish and Italian bonds?

Clearly, with all three major regions (US, Europe and China/Emerging markets) facing both economic and political changes greater than is usual, serious difficulties lay ahead. Therefore the fund's approach to risk will be to continue the prudential policy of selling into strength and using 'crisis/sell-offs' as buying opportunities. In this regard the manager utilises long-term valuation measures to maintain discipline in terms of appropriate market levels.

Specifically in equity selection, companies are selected on the basis of their balance sheet strength as this tends to reflect good management and the ability to sustainably grow their earnings and dividend distributions. We will continue to diversify across different sectors and where possible, diversify geographically within sectors, to spread risk.

Regarding bond investment, in our opinion so called 'risk free' sovereign bonds (US, UK, Germany and France) yielding 1.25% to 2% are most likely 'return free' over the medium term. In the case of UK gilts for example, locking in a 10 year yield of 1.5% is in effect eroding capital in real terms, which is contrary to our fund objective as well as falling well short of our income requirements. The fund currently holds only corporate bonds that we believe will continue to benefit from the excess liquidity provided by central banks.

Due to the long term risks of inflation eventually taking hold, as witnessed in previous monetary expansions, the fund will continue to hold the majority of its capital in real assets.

Roy Asher  
Head of Investments  
26 July 2012

**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2012**

	30-Jun-12 £	30-Jun-11 £
Income	1,625	1,447
Expenses	(7)	(5)
<b>Net income</b>	<u>1,618</u>	<u>1,442</u>
Distributions	(1,471)	(1,460)
Transfer to/(from) dividend equalisation reserve	147	(18)
<b>Net gains / (losses) on investment activities</b>		
Net realised gains/(losses)	4,700	(84)
Net change in unrealised (losses)/gains	(5,146)	4,943
Unrealised exchange losses on currency movements	(211)	-
<b>Net (decrease)/increase in net assets from investment activities</b>	<u>(510)</u>	<u>4,841</u>
<b>Funds brought forward</b>	36,194	30,508
Proceeds from units issued	618	1,539
Cost of units issued	(925)	(694)
<b>Funds carried forward</b>	<u>35,377</u>	<u>36,194</u>

Signed on behalf of the Trustee:

*RS Neill*

*HJ Saville*

Date:

17 October 2012

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

**BALANCE SHEET AS AT 30 JUNE 2012**

	30-Jun-12 £'000	30-Jun-11 £'000
<b>Investments</b>	35,030	35,993
<b>Current assets</b>		
Debtors	366	207
	366	207
<b>Current liabilities</b>		
Creditors (amounts falling due within 1 year)	19	6
<b>Net current assets</b>	347	201
<b>Total fund net assets</b>	35,377	36,194
<b>Trust capital fund</b>	35,377	36,194

Signed on behalf of the Trustee:

*RS Neill*

*HJ Saville*

Date:

17 October 2012

## APPENDIX E

### THE REPRESENTATIVE CHURCH BODY (“RCB”)

#### STATEMENT OF INVESTMENT POLICY PRINCIPLES FOR IN-HOUSE FUNDS (2012)

##### 1. Introduction

The purpose of this Statement of Investment Policy Principles (the “Statement”) is to document the policies and guidelines that govern the management of the assets of RCB in-house funds (the Funds). It has been reviewed and adopted by the Investment Committee (“IC”) on behalf of the RCB (as Trustee of the Funds) and outlines the responsibilities (Section 3), objectives (Section 4), and risk management policies and processes (Sections 5 and 6) in order that:

- a) There is a clear understanding on the part of the Trustee and the in-house investment team (the “Manager”) as to the objectives and policies.
- b) There are clear principles governing the guidelines and restrictions to be presented to the Manager regarding its investment of the Funds’ assets.
- c) The Trustee has a meaningful basis for the evaluation of the investment performance of the Manager, the investment performance of the Funds as a whole and the success of overall investment strategy through realisation of defined investment objectives.

This Statement (having been first implemented in 2009) will be reviewed at least every three years, and also following any change in investment policy which impacts on the content of the Statement.

##### 2. Overview of Funds managed in-house

- a) **General Fund (in-house)** – part of the General Funds of the RCB. The General Funds of the RCB are intended for the needs of the Church as determined by the General Synod from time to time. The income on the total General Funds is available to fund the allocations determined by the RCB and the operating expenditure of the RCB. The General Funds will be managed on a ‘Total Return’ basis with effect from 1 January 2012, from which point the ‘spending rule’, as determined under the Total Return policy, will dictate the allowable level of withdrawal to fund the allocations and may be a combination of income and capital.
- b) **RB General Unit Trust (RI)** – a Common Investment Fund established under a specific Trust Deed for the investment of funds entrusted to the RCB for or by parishes and dioceses in the Republic of Ireland or for specific/general purposes or for any other trust funds administered by trustees other than the RCB which have a connection with the Church of Ireland.

- c) **RB General Unit Trust (NI)** – a Common Investment Fund established under a specific Trust Deed for the investment of funds entrusted to the RCB for or by parishes and dioceses in Northern Ireland or for specific/general purposes or for any other trust funds administered by trustees other than the RCB which have a connection with the Church of Ireland.
- d) **Allocations Reserve** – a fund, which is primarily invested in euro and/or sterling cash and government gilts, to provide some protection to the RCB against the possibility of being unable to meet allocations commitments in a particular year.

### 3. Management Structures and identification of Investment Responsibilities

#### a) The Trustee

The RCB is the Trustee. For the purposes of this Statement, the RCB is also deemed to be the Trustee for those trust funds administered by trustees other than the RCB as set out in section 2 (b) and (c).

#### b) The Investment Committee

The IC has been delegated responsibility by the RCB for overseeing and monitoring the performance of the funds' investments (as set out in section 2) and in turn has delegated the investment management to the in-house investment team. The specific responsibilities of the IC (which at all times is answerable to the Representative Body, through the Executive Committee) include:

- i. Determining the investment objectives of each of the Funds in terms of achieving the desired balance between income and capital growth and/or total return where appropriate with due regard to risk and currency
- ii. Identifying the Funds' risk tolerance levels or appetite for risk
- iii. The approval of the investment manager's strategy and asset allocation including guidelines/operational parameters and benchmarks
- iv. The approval of the criteria for social and responsible investment and reporting thereon to the RCB
- v. Monitoring and evaluating performance results
- vi. Monitoring purchases and sales of stocks and trading patterns generally
- vii. Monitoring, and if necessary changing, the custodians, consultants and others that provide services to the Funds relating to the investment or custody of assets
- viii. Making recommendations to the Chief Officer on staffing

- ix. Reporting on a regular basis to the Executive Committee of the RCB and to the RCB as required
- x. Reporting to the representatives of the unit holders in respect of the RB General Unit Trusts
- xi. Regularly reviewing this Statement, and revising as necessary

**c) The Investment Manager** (in-house investment team)

The Manager shall exercise a high degree of professionalism, prudence, skill and diligence.

The Manager's responsibilities include:

- i. Stock selection within parameters set by the IC
- ii. Making recommendations to assist the IC in the implementation of strategic issues on asset allocation, suitable benchmarks and risk exposures
- iii. Analysis and recommendation of suitable investment products or external fund managers
- iv. Preparation of investment reports for the IC
- v. Attending regular performance reviews with the IC throughout the year
- vi. Monitoring market developments and taking timely action to safeguard the integrity of the Funds (within the agreed investment strategy)
- vii. Implementing the Socially Responsible Investment requirements of the Trustee and undertaking an annual review of its compliance therewith

**d) The Administrator** (in-house Finance team)

The role of the Administrator is to ensure the security of the assets under management, to monitor and ensure receipt of related entitlements, to execute transactions, and to provide all necessary records and analysis to support the effective management of the funds.

The Administrator reports directly to the IC.

The Administrator will:

- i. Perform the administration role independent of the fund management function
- ii. Maintain robust, secure and efficient processes
- iii. Maintain a clear, accurate, up to date and accessible record of the history and status of the funds, and of individual assets in the funds

- iv. Ensure timely execution of transactions
- v. Monitor transactions and report on these in a timely and accurate manner
- vi. Provide all appropriate reports and analysis in a clear, timely and accurate fashion to support the effective management and security of the funds
- vii. Maintain and verify holdings and entitlements, and ensure that title is clear
- viii. Consult with Custodian in relation to the assets and/or any relevant corporate actions, proxy voting etc.
- ix. Manage and monitor the performance of the Custodian.

**e) The Custodian (Northern Trust)**

The Executive Committee on 15 June 2010 appointed Northern Trust as Custodian.

The role of the Custodian is to hold in safekeeping the relevant assets of the Representative Body including securities such as stocks, bonds and currency (cash), domestic and foreign. The Custodian will report to the administrator and provide any documentation needed in order to:

- i. Arrange settlement of any purchases and sales and deliveries in/out of such securities and currency
- ii. collect information on and income from such assets (dividends in the case of stocks/equities and coupons (interest payments) in the case of bonds) and administer related tax withholding documents and foreign tax reclamation
- iii. administer voluntary and involuntary corporate actions on securities held such as stock dividends, splits, business combinations (mergers), tender offers, bond calls, etc.
- iv. provide information on the securities and their issuers such as annual general meetings and related proxies
- v. maintain currency/cash bank accounts, effect deposits and withdrawals and manage other cash transactions
- vi. perform foreign exchange transactions if required
- vii. Managing a record of securities, purchases and sales and corporate actions, and provide valuations as required in an accurate and timely manner.

#### **4. Investment Objective**

It is the Representative Body's responsibility to approve the investment objectives set by the IC.

The IC has set the investment objective of the Manager to be to maximise the level of investment return at an acceptable level of risk, through adopting a prudent and well-executed investment strategy within income and socially responsible investment guidelines.

Investment guidelines are based on a long term investment horizon.

#### **5. Risk Management Policy**

The Manager will adhere to the policies and guidelines decided by the IC

- a) Investments in equities and fixed interest stocks are limited, with specific, pre-agreed exceptions, to marketable securities traded on recognised/regulated markets.
- b) The use of futures, options and other financial derivatives are only permitted with the express permission of, and minuted by, the IC. Such instruments may not be used to gear the portfolio.
- c) The portfolio is properly diversified in such a way that no one stock (with the exception of sovereign debt and pooled investments) may be more than 5% of the Fund so as to limit excessive reliance on any particular asset, issuer or group of undertakings and so as to limit accumulations of risk in the portfolio as a whole. However, in the case of significant share price appreciation of an existing holding, while the manager may not add to a stock once it exceeds 5% of the portfolio by market value, the stock may continue to be held and permitted to increase to a maximum of 10% of the portfolio value within a time frame agreed with the IC.
- d) The annual review of Investment Strategy will specify limits for aggregate holdings (equity and bonds) in any one company and will be stated in the annual review of Investment Strategy.
- e) The Socially Responsible Investment (SRI) guidelines

#### **6. Asset Allocation**

The asset allocation mix should suitably reflect the specific investment objectives of the individual Funds.

Irish, European, UK, US and Global equities and fixed income (Euro and Sterling) are viewed as appropriate assets for the Funds, being mindful of currency risks and asset and liability matching. The Manager will also review, subject to its appropriate

risk management processes, a range of alternative investment products including property, venture capital, debentures etc. in order to create a prudent, diversified and efficient portfolio while at all times being conscious of the currency of the liabilities and demands on the assets.

The Manager shall consult with and obtain permission from the IC, or if time is critical from the Chair or his nominee, before investing in untried or non-routine investment products.

Alternative investment products or funds may be included where derivatives are used; however, such products or funds must be approved by the IC.

Rebalancing between the asset classes or expansion of investment brief to take place as agreed with the IC.

The asset allocation is kept under constant review by the IC. It recognises that the strategy would expect the Funds to achieve their objectives over the longer term but that they may not always be achievable in the short term.

The performance benchmark(s) are agreed with the IC and may be amended at the discretion of the IC.

November 2012

*The Statement of Investment Policy Principles for in-house funds was agreed by the Executive Committee on 14 October 2009.*

*The Statement was modified in November 2011 to include reference to the responsibilities of the Custodian and the Total Return approach to be adopted in the management of the General Funds portfolio.*

*An amendment was made to the Statement in November 2012 to clarify the wording on the use of General Funds.*

**APPENDIX F**

**THE CHURCH OF IRELAND  
CLERGY PENSIONS TRUSTEE LIMITED**

**REPORT ON THE CLERGY PENSIONS FUND  
FOR THE  
YEAR ENDED 31 DECEMBER 2012**

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## THE TRUSTEE AND ITS ADVISORS

<b>Trustee</b>	The Church of Ireland Clergy Pensions Trustee Limited
<b>Registered Office</b>	Church of Ireland House, Church Avenue, Rathmines, Dublin 6 Tel 01-4978422 Fax 01-4978821 Email pensionstrustee@rcbdub.org Web www.ireland.anglican.org/clergypensions Company Registered in Ireland No 492302
<b>Trustee Directors</b>	<i>Nominated by the RCB Executive Committee</i> Mr Terence Forsyth Mr Geoffrey Perrin Mr John Wallace  <i>Nominated by the Church of Ireland Pensions Board</i> Rt Rev Paul Colton Mr Bruce Maxwell (Chairman)
<b>Company Secretary</b>	Mr Adrian Clements, 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>	Irish Life Investment Managers, Beresford Court, Dublin 1
<b>Investment Custodians</b>	Citibank, 1 North Wall Quay, Dublin 1
<b>Scheme Actuary</b>	Mr Paul McMahon FSAI, 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 Limited, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

The Clergy Pensions Fund is *An Bord Pinsean* Scheme no PB1667.

## CHAIRMAN'S STATEMENT

This report relates to the Church of Ireland Clergy Pensions Fund for the year ended 31 December 2012 and is intended to give all the essential information on the financial position of the Fund, its investment performance over the year and other relevant matters that occurred during the year.

**Proposed changes to the Fund** - As you are aware the solvency of the Fund has been under considerable pressure in recent years. Changes to funding and contribution rates were agreed by General Synod in 2010 and further potential changes were outlined to General Synod in 2012. In essence, the Representative Church Body as Sponsor of the Fund has determined that the financial uncertainties of continuing to operate a fully ongoing defined benefit pension arrangement expose the Church and its continued funding of core activities to an unsustainable degree of risk. The solvency implications of the revised statutory Minimum Funding Standard have reinforced this concern.

As a consequence the Sponsor proposes to make significant changes to the Fund and will present proposals to the General Synod 2013.

The main features are to close the scheme to both future new entrants and to accruals of future service for existing members. In addition the normal retirement age is to be increased for all active members and freezes on future discretionary increases in both Pensionable Stipend and pensions are proposed until 2023 or until the solvency of the Fund is restored, if sooner.

For future service of new entrants and existing active members the Sponsor proposes to introduce a Defined Contribution scheme.

As outlined later in this report the Trustee has had an opportunity to review, along with the Scheme Actuary, the proposals from the Sponsor. The Scheme Actuary has indicated that he believes the plans developed by the Sponsor set out a robust route to restoring the solvency of the Fund, so that the accrued benefits of existing members and pensions in payment can be secured as far as possible. The Scheme Actuary also supports the structure of the proposed Defined Contribution scheme. If General Synod approves the establishment of the new scheme then we expect it to be proposed that the Trustee be appointed Trustee of the Defined Contribution scheme as well as continuing as Trustee for the 'closed' defined benefit scheme.

It will be for General Synod 2013 to approve the Sponsor's proposals. The Trustee has no responsibility for making benefit changes but will continue its responsibility to ensure that whatever benefits and structures apply for members, the schemes will be administered according to the rules of Chapter XIV (as amended by General Synod from time to time) and applicable pensions and other legislation. Following its detailed review in conjunction with the Scheme Actuary of the Sponsor's proposals, the Trustee accepts that significant changes must be made to the Fund in order to restore its solvency and to protect members' accrued benefits and that the proposed benefit changes and closure of the defined benefit scheme should meet these objectives.

**The performance of the Fund in 2012** - In the year the invested assets of the Fund grew by €18.8m to a value of €127.1m at 31 December 2012. Part of this growth was due to an additional special contribution of €5m which was added to the capital of the fund by the Representative Church Body as Sponsor, such capital injections amounting to €15m in the years 2010 to 2012. In the year there was a positive return on assets, before withdrawals and capital injections, of 15.5%.

The Fund investment report is set out on page 129.

In 2012 the benefits payable and expenses of the Clergy Pensions Fund (at €7.9m) exceeded standard contributions from members and parishes (€5.2m) by €2.7m.

**Investment strategy** - The Trustee, together with the Sponsor, is in the process of reviewing the investment strategy of the Fund. A draft strategy has been developed by the Sponsor and this has been shared with the Trustee. The final shape of such a strategy will depend on the conclusion of the Triennial Valuation of the Clergy Pensions Fund by the Actuary, which will be formally agreed before the statutory deadline of 30 June 2013.

**Government levy on pensions (Republic of Ireland)** - The levy on the assets of pension funds introduced in 2011 by the Irish Government, and in place for the four years to 2014, is set at 0.6% of relevant asset value. In the case of the Clergy Pensions Fund the relevant assets at 30 June 2012 were €56.9m, representing the assets attributable to the liability of members resident in the Republic of Ireland. The levy amounted to €342,000 in 2012 (2011: €320,000).

In regard to the 2013 and 2014 charges, the Trustee notes that the Sponsor has advised that, as the levy is a tax on the assets of pension funds in the Republic of Ireland, the levies due to be payable in respect of 2013 and 2014 should be borne by members and pensioners of the Clergy Pensions Fund who are resident in the Republic of Ireland. The Trustee will take advice in relation to this and review the position in the context of the overall Funding Proposal developed following completion of the latest Triennial Valuation of the Fund.

**AVC Fund** – Following a resolution adopted by General Synod in May 2012 the role of trustee of the AVC Fund was transferred from the Representative Church Body to the Trustee. The report on the AVC Fund for 2012 is contained in the report from the Church of Ireland Pensions Board, set out in Annex 1 to this report (page 150).

**Duties** - The Trustee is pleased to report that the Fund has been administered in accordance with all regulatory requirements during the year. Under the structures established in 2011 various duties in relation to the operation of the Fund were carried out during 2012 by the RCB administration department, the Church of Ireland Pensions Board and the RCB Investment Committee. We wish to thank each of these in turn for their assistance and support to the Trustee in its management of the Fund during 2012. We also wish to express our grateful thanks to the Trustee Company Secretary Mr Denis Reardon who retired during 2012. Mr Reardon had done an immense amount of work in preparing the new Trustee company and gave willing support to all of the trustees. We

welcome Mr Adrian Clements as the new Company Secretary and are confident he will meet the standards set by his predecessor.

Finally we take this opportunity to thank the staff in Church House for their dedication and hard work on behalf of the Trustee and the Fund during the past year.

*BN Maxwell, Chairman*

12 March 2013

## **INTRODUCTION**

The Trustee presents the annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2012. The purpose of this report is to communicate with members of the Fund on the operation of the Fund and its financial position, to report to the Representative Church Body in its capacity as sole member of the Trustee, and to report to the General Synod in accordance with Section 12 (1) (o) of Chapter XIV of the *Constitution of the Church of Ireland*. 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.

## **CONSTITUTION OF THE FUND**

The Clergy Pensions Fund, which is a defined benefit scheme, is established under Chapter XIV of the *Constitution of the Church of Ireland* as amended from time to time by the General Synod. In accordance with the latest revision of Chapter XIV, which was carried out in 2010, the Church of Ireland Clergy Pensions Trustee Limited assumed responsibility for acting as Trustee of the Clergy Pensions Fund with effect from 1 January 2011. The Representative Church Body is the sole member of the Church of Ireland Clergy Pensions Trustee Limited.

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

## **THE TRUSTEE**

The Church of Ireland Clergy Pensions Trustee Limited is the sole Trustee of the Church of Ireland Clergy Pensions Fund and is responsible for the stewardship of the Fund assets in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland* (the Trust Deed and Rules of the Fund). The powers and duties of the Trustee are set out in section 12(1) of Chapter XIV. In accordance with the provisions of Chapter

XIV certain duties have been delegated by the Trustee to the Representative Church Body, the Church of Ireland Pensions Board and the RB Investment Committee. The Statement of the Trustee's Responsibilities in relation to the financial statements is set out on page 134.

The Trustee Directors are appointed by the Representative Church Body, in accordance with the articles of the company, on the nomination of the Church of Ireland Pensions Board and the Executive Committee of the Representative Church Body. The Trustee Directors and the administrators have access to a copy of the Trustee Handbook and Guidance notes issued by *An Bord Pinsean*. The Trustee Directors have completed appropriate training for their duties and responsibilities, however no costs or expenses were incurred in respect of Trustee Director training during the year.

## **MEMBERSHIP**

The Fund is relatively mature in relation to the composition of active (contributing) members and pensioners. At 31 December 2012 there were 464 active members (2011: 457) and 271 pensioners (2011: 267). In addition there were 206 surviving spouses on pension (2011: 208) and 106 members with entitlement to deferred benefits (2011: 105).

The age profile of contributing members shows 13% under age 40 years and 52% over age 50 years.

As at the date of this report the Fund is open to new members.

Detailed figures on the membership of the Fund are reported by the Church of Ireland Pensions Board in Annex 1 to this report.

## **BENEFITS**

During the year €6.9m was paid out in pension benefits, compared with €6.7m the previous year. A breakdown of these figures is included in the report of the Church of Ireland Pensions Board in Annex 1 to this report (see page 149).

**Discretionary increases to pensions in payment** – in accordance with the Rules of the scheme, annual discretionary increases to pensions in payment are permitted up to a maximum of 5% as the Trustee on the advice of the Actuary and with the approval of the RCB may determine. Due to the financial state of the Fund, no discretionary increases in pensions in payment have been applied since 2009 and this remains the position for 2013.

**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 2012 was 2.2%; accordingly, on 1 January 2013 a 2.2% increase was applied in respect of the service periods outlined under both (i) and (ii) in the above paragraph.

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

**Deferred pensions** – deferred pensions are re-valued in accordance with the relevant statutory provisions.

## **PENSIONABLE STIPEND**

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

It was agreed by the Standing Committee in September 2012 on the recommendation of the RCB and the Trustee that Pensionable Stipend levels with effect from 1 January 2013 should remain unchanged from 2012 at £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland.

## **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 146).

Actuarial advice is provided by Mercer Actuarial Services, Dublin. Investment management is undertaken by external 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.

## **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 full risk statement can be found in Annex 2 to this report (page 153).

The Fund operates on a “defined benefit” basis. 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 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 set out in the full document.

Another risk is that the Sponsor may for some reason decide not to recommend further contributions to the Fund. In this event, the Fund may be wound up, future accrual of benefits may cease 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 10 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. Professional investment managers have been appointed to manage the 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 by the Scheme Actuary on the assumption that it is wound up at that time. If the Fund is found to be insolvent on this basis, the Trustee and the Sponsor are required to complete a funding proposal for submission to *An Bord Pinsean*, with the objective of returning the Fund to solvency.

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.

## **FINANCIAL POSITION OF THE FUND**

The Fund increased in value by €18.8m, 17.4%, to €127.1m in the year ended 31 December 2012, having met all benefits and accounted for contributions received. This result was achieved by a combination of improved investment performance, in which assets grew by 15.5% (2011 – a loss of 2%), and a further capital injection by the Sponsor of €5m in the year, bringing to €15m the value of such capital introduced in the three years 2010 to 2012. The balance of outlays from benefit payments and expenses over inflows from contributions reduced the fund by €2.7m.

The development of the Fund is monitored by the Actuary and a full valuation is carried out at intervals of not more than three years. The last completed Triennial Valuation was as at 30 September 2009 and the draft results for the Triennial Valuation as at 30 September 2012 are being considered by the Trustee and the Sponsor.

The results for 2009, and the draft results for 2012, indicate that, as is the situation with most defined benefit pension schemes, the Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act.

Accordingly the Actuarial Certificate, as at 31 December 2012, states that the Actuary is not satisfied that the Fund would have met the Minimum Funding Standard as set out under Section 44 of the Act, as at that date.

A copy of the Actuarial Funding Certificate as submitted to *An Bord Pinsean* is included as Annex 3 to this report (page 155) and a copy of the Actuarial Certificate as at 31 December 2012 is included as Annex 4 (page 157).

The Triennial Valuation will be completed prior to 30 June 2013. It will take due account of decisions taken at General Synod 2013 in relation to the proposals for changes to the Fund brought forward by the Sponsor. Under the latest regulations, the Funding Proposal required to meet the Minimum Funding Standard must be lodged with *An Bord Pinsean* by the end of June 2013.

## **PROPOSED CHANGES TO THE FUND**

As mentioned earlier the Sponsor will bring proposals to General Synod 2013 to make fundamental changes to the Clergy Pensions Fund. Details of the changes and the rationale behind them are being communicated to all members by the Sponsor. (These are set out on page 34 of the RB General Synod Report 2013). The main proposals are to close the defined benefit scheme to new members and to the accrual of liability in respect of future service for existing active members. The Normal Retirement Age is to be increased in accordance with a table related to age, and freezes are to be imposed of future discretionary increases in Pensionable Stipend and pensions until 2023 or, until the solvency of the Fund is restored, if sooner. A new Defined Contribution scheme is to be established to cater for new members and future service for existing active members.

The Solvency Working Group (SWG) established by the Sponsor has spent a considerable amount of time developing the proposals, taking due account of the financial development of the Fund in recent years and the revised Minimum Funding Standard rules introduced by the pensions regulator in mid 2012. The capacity of the Sponsor and the parishes to be able to meet uncertain future financial demands has been at the root of these considerations, especially given the expected future non-pension calls on already depleted church finances. The difficult solvency position of the Fund is similar to that of the vast majority of defined benefit schemes.

The Sponsor provided the Trustee with its final draft proposals in late 2012. The Trustee met to discuss them along with the Scheme Actuary in January 2013. The Trustee also met with members of the SWG to obtain clarification of the measures. Following this, the Trustee wrote to the Sponsor, outlining a number of areas where the Trustee felt amendments could be made to the proposals. The Sponsor provided a comprehensive response to all of the Trustee's questions.

In essence the Sponsor indicated in its response to the Trustee that it believes the proposed changes are absolutely necessary to provide what security it can to the accrued benefits for members and pensioners, and that the Sponsor has no capacity to provide further funding to the scheme, whether directly from its own resources or from dioceses or parishes. The Sponsor noted that while closing the defined benefit scheme to new members and future service accrual for existing active members will reduce future volatility and uncertainty in relation to funding costs, there is no absolute certainty or security for either the providers of the finance for the existing defined benefit scheme or the members of the scheme. The Sponsor firmly believes that its proposals offer the best course of action in the interests of all existing and future clergy and its own ability to fund clergy pensions and the wider activities of the church.

The Trustee also raised with the Sponsor, and discussed with the Scheme Actuary, the potential for using Sovereign Annuities to improve the solvency position of the Fund. However, following discussion with the Scheme Actuary, the Trustee decided that it would not be appropriate or equitable to pursue this possibility further at this stage, although it will be kept under review in future.

The Scheme Actuary, who acts solely on behalf of the Trustee and Fund, advised the Trustee that he believes the proposals from the Sponsor set out a robust route to restoring the solvency of the Fund, so that the accrued benefits of existing members and pensions in payment can be secured as far as possible. Without such changes, were the Fund deficit to continue to grow, the Sponsor indicated to the Trustee that it may become necessary to wind up the Fund altogether.

The Trustee is limited in its powers in regard to benefit changes, with the ultimate decision resting with General Synod. However, as outlined above, the Trustee has reviewed the proposals in detail in conjunction with the Scheme Actuary. The Trustee accepts that significant changes must be made to the Fund in order to restore its solvency and to protect members' accrued benefits to the extent possible, and that the proposed benefit changes and closure of the defined benefit scheme should meet these objectives. The Trustee has also considered the structure of the proposed Defined Contribution scheme and believes the scheme to be a suitable development for existing and new members, a view supported by the Scheme Actuary. If General Synod approves the establishment of the new scheme then we expect it to be proposed that the Trustee be appointed Trustee of the Defined Contribution scheme as well as continuing as Trustee for the 'closed' defined benefit scheme.

#### **GOVERNMENT LEVY ON PENSION FUNDS (REPUBLIC OF IRELAND)**

In 2011 the Government of the Republic of Ireland introduced a levy of 0.6% per annum on the assets of pension funds. For the Fund, the levy is charged specifically on the assets attributable to residents in the Republic of Ireland. It has been confirmed in the 2013 Budget for the Republic of Ireland that, as originally announced, the levy will cover the years 2011 to 2014.

The levy charge in respect of 2011 was absorbed by the Fund, and its impact on funding is being considered as part of the overall consideration of funding issues. The Sponsor has confirmed that this approach was discussed with the Actuary who stated that he did not have a difficulty with the proposal. The same approach has been adopted for the 2012 levy, amounting to €342,000.

In regard to the 2013 and 2014 charges, the Trustee notes that the Sponsor has advised that, as the levy is a tax on the assets of pension funds in the Republic of Ireland, the levies due to be payable in respect of 2013 and 2014 should be borne by members and pensioners of the Clergy Pensions Fund who are resident in the Republic of Ireland. The Trustee will take advice in relation to this and review the position in the context of the overall Funding Proposal developed following completion of the latest Triennial Valuation of the Fund.

## **INVESTMENT APPROACH**

The investment objectives of the Fund are to maximise total returns through diversified portfolios of equity, fixed interest, property and cash holdings, having regard to liability constraints, cash flow needs, and interest rate and currency movements. The Trustee reviews investment objectives to ensure that they are 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), and the existing SIPP is set out at Annex 5 (page 158). This SIPP was adopted by the Representative Church Body before the change in trusteeship at 1 January 2011, and it has been formally noted by the Trustee. The SIPP will be subject to review as part of the funding proposal being brought forward by the Sponsor, following the 2013 Synod and the Trustee will, having taken expert investment and actuarial advice, consult with the Sponsor with particular focus on strategic asset allocation.

Investment management of the equity and fixed interest elements of the Clergy Pensions fund was entrusted to Irish Life Investment Managers with effect from 24 January 2008. Property investments are managed by other managers. The asset distribution as at 31 December 2012 is shown on page 129.

## **SOCIALLY RESPONSIBLE INVESTMENT (SRI)**

The RCB Investment Committee annually reviews social, environmental and ethical issues with the investment manager(s) for the selection, retention and realisation of all the investments of the Representative Church Body. In 2012 the RCB Investment Committee monitored and carried out its annual SRI assessment of individual stock holdings within the various portfolios and excluded stocks where it was deemed appropriate.

In September 2012, the Investment Committee reported to the Representative Church Body that it was satisfied that the investment managers are sensitive to the Church's concerns and expectations with regard to ethical and socially responsible investment.

The report is included as Appendix C to the report of the Representative Church Body (*Church of Ireland General Synod Reports 2012*, page 92).

## INVESTMENT REPORT

### Investment Performance

A report from the Investment Manager, including a review of investment markets in 2012 and expectations for 2013, is included in Annex 6 to this report (page 163). The equities and fixed interest bonds in the Fund are managed by Irish Life Investment Managers on an indexed (passive) basis replicating the performance of a particular index. Certain equities are excluded on socially responsible investing (SRI) grounds.

The composite return for the fund for the 12 months to 31 December 2012 was 15.5% (2011: -2.0%; 2010: +11.4%). The 2012 return compared with a benchmark return of 14.6%.

The asset valuation and distribution of the Fund are set out in the following tables.

<b>Asset Valuation</b>	<b>31 Dec 2012</b>	<b>31 Dec 2011</b>
	€'000	€'000
ILIM Irish Fund	57,887	50,273
ILIM UK Fund	58,456	49,831
Property / Venture Capital	171	3,071
Cash	10,375	5,053
	<b>126,889</b>	<b>108,228</b>

<b>Asset Distribution</b>	<b>Country</b>	<b>31 Dec 2012</b>	<b>31 Dec 2011</b>
		%	%
Equity	Europe	19.7	32.0
	UK	18.2	31.7
	US / Rest of World	18.8	11.4
<b>Equity Total</b>		<b>56.7</b>	<b>75.1</b>
Fixed Interest	Europe	17.5	8.4
	UK	17.5	9.1
<b>Fixed Interest Total</b>		<b>35.0</b>	<b>17.4</b>
<b>Property Total</b>		<b>0.1</b>	<b>2.7</b>
<b>Venture Capital Total</b>		<b>-</b>	<b>0.2</b>
<b>Cash</b>		<b>8.2</b>	<b>4.6</b>
<b>Grand Total</b>		<b>100.0%</b>	<b>100.0%</b>

## **Custody of Investment Assets**

Citibank was the custodian of the unit-linked funds held by Irish Life Investment Managers (ILIM) for the Clergy Pensions Fund for the year ended 31 December 2012. In addition to the records maintained by the custodians, ILIM maintains its own records of securities. Both sets of records are reconciled regularly. The custodian has produced a report on its internal controls in accordance with SAS 70. The securities are held beneficially in the name of Irish Life Assurance plc on behalf of the Trustee of the Fund.

## **INTERNAL DISPUTE RESOLUTION**

Under Irish pensions legislation all pension schemes are required to have an Internal Dispute Resolution (IDR) Procedure. As a result all 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.

Accordingly, 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 must be followed before an issue can be brought to the Pensions Ombudsman.

A copy of the IDR Procedure is included as Annex 7 to this report (page 167).

## **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.

The latest revision in May 2011 incorporates recent changes in pensions legislation and regulations together with 'best practice' and has been forwarded to every member.

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

## **FURTHER INFORMATION**

Queries about the Fund generally, or about individual members' entitlements should be directed to The Pensions Administration Manager, Church of Ireland House, Church Avenue, Rathmines, Dublin 6 (email [pensions@rcbdub.org](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 online 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 2012**

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**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**TRUSTEE AND ADVISORS AND OTHER INFORMATION**

**PAGE 3**

**Trustee**

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

**Actuaries**

Mercer Actuarial Services  
Charlotte House  
Charlemont Street  
Dublin 2

**Auditors**

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

**Investment Managers**

Irish Life Investment Managers  
Beresford Court  
Dublin 1

**Sponsor**

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

**Solicitors**

Mr Mark McWha  
Senior Solicitor  
The Representative Church Body

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**STATEMENT OF THE TRUSTEE'S RESPONSIBILITIES**

**PAGE 4**

The financial statements are the responsibility of the Trustee. Irish pensions legislation requires the Trustee to make available for each scheme year the annual report of the scheme, including audited financial statements and the report of the auditor. The financial statements are required to show a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the financial transactions for the scheme year and the asset and liabilities (other than liabilities to pay benefits in the future) at the end of the scheme year and include a statement whether the financial statements have been prepared in accordance with the Statement of Recommended Practice - Financial Reports of Pension Schemes (revised May 2007) (SORP), subject to any material departures disclosed and explained in the financial statements.

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

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

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

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

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

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

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



**Independent Auditors' Report to the Trustee of the Church of Ireland Clergy Pensions Fund**

We have audited the financial statements of the Church of Ireland Clergy Pensions Fund for the year ended 31 December 2012 which comprise the Fund Account, The Statement of Net Assets, the Accounting Policies and the related notes. The financial reporting that has been applied in their preparation is Irish pension law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

**Respective responsibilities of trustee and auditors**

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 showing a true and fair view, and for ensuring that contributions are made to the scheme in accordance with the scheme's rules and the recommendation of the actuary. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish pension law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

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

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the scheme's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustee; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Opinion on financial statements**

In our opinion, the financial statements:

- show a true and fair view of the financial transactions of the scheme during the year ended 31 December 2012 and of the amount and disposition of its assets and liabilities (other than liabilities to pay pensions and other benefits in the future) at that date; and
- have been prepared in accordance with Generally Accepted Accounting Practice in Ireland.



**Opinions on other matters prescribed by the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006**

In our opinion:

- the financial statements include the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 which is applicable and material to the scheme;
- the contributions payable to the scheme during the year ended 31 December 2012 have been received by the trustee within thirty days of the end of the scheme year; and
- such contributions have been paid in accordance with the rules of the scheme and the recommendation of the actuary.

*PricewaterhouseCoopers*

**PricewaterhouseCoopers**  
**Chartered Accountants and Registered Auditors**  
**Dublin**

**14 March 2013**

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**ACCOUNTING POLICIES**

**PAGE 7**

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

(i) Basis of preparation

The financial statements have been prepared in accordance with The Occupational Pension Schemes (Disclosure of Information) Regulations, (2006), and the guidelines set out in the Statement of Recommended Practice, Financial Reports of Pensions Schemes (Revised May 2007).

(ii) Investments

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

(iii) Investment Income

Most of the invested assets are held in unitised funds and income is attributed to the funds as it arises and is not separately reported. Income from any pooled investment vehicle which distributes income is accounted for in the period.

(iv) Financial Risk

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

(v) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into Euro at the rate of exchange ruling at the year end. (2012 €1 = £0.8161; 2011 €1 = £0.8353).

(vi) Benefits

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

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**ACCOUNTING POLICIES (CONTINUED)**

**PAGE 8**

(vii) Contributions

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

(viii) Transfers to and from other Schemes

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

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND****FUND ACCOUNT****YEAR ENDED 31 DECEMBER 2012****FINANCIAL STATEMENTS****PAGE 9****CONSOLIDATED FUND**

	Notes	2012 €'000	2011 €'000
<b>CONTRIBUTIONS AND OTHER RECEIPTS</b>			
Contributions receivable	3	5,207	5,390
Special contribution	4	5,000	5,000
		<u>10,207</u>	<u>10,390</u>
<b>BENEFITS AND OTHER PAYMENTS</b>			
Benefits payable	5	7,434	7,433
Administrative expenses		177	158
Pension Levy		342	320
		<u>7,953</u>	<u>7,911</u>
<b>NET ADDITIONS</b>		<u>2,254</u>	<u>2,479</u>
<b>RETURNS ON INVESTMENTS</b>			
Investment income	6	95	51
Realised and unrealised investment gains/(losses)		16,602	(2,040)
Currency translation adjustment		(8)	47
Investment management expenses		(96)	(71)
<b>NET RETURNS ON INVESTMENTS</b>		<u>16,593</u>	<u>(2,013)</u>
<b>NET INCREASE IN FUND FOR YEAR</b>		18,847	466
<b>BALANCE 1 JANUARY</b>		<u>108,283</u>	<u>107,817</u>
<b>BALANCE 31 DECEMBER</b>		<u>127,130</u>	<u>108,283</u>

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

Signed on behalf of the Trustee: *JW Wallace*  
*DG Perrin*

Date: *12 March 2013*

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**STATEMENT OF NET ASSETS** **YEAR ENDED 31 DECEMBER 2012**  
**FINANCIAL STATEMENTS** **PAGE 10**

**CONSOLIDATED FUND**

	Notes	2012	2011
		€'000	€'000
INVESTMENT ASSETS	7	<u>126,889</u>	<u>108,228</u>
CURRENT ASSETS			
Amounts due from the Representative Church Body		241	68
CURRENT LIABILITIES			
Creditors		<u>-</u>	<u>(13)</u>
NET CURRENT ASSETS		<u>241</u>	<u>55</u>
NET ASSETS		<u><u>127,130</u></u>	<u><u>108,283</u></u>

Signed on behalf of the Trustee: *JW Wallace*  
*DG Perrin*

Date: *12 March 2013*

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS**

**FINANCIAL STATEMENTS**

**PAGE 11**

**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.

**2. FORMAT OF THE FINANCIAL STATEMENTS**

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

**3. SUMMARY OF CONTRIBUTIONS RECEIVABLE**

	2012	2011
	€’000	€’000
Members – normal	1,245	1,239
– additional personal	156	181
Dioceses	3,132	3,080
Representative Church Body	674	890
<b>Total</b>	<b>5,207</b>	<b>5,390</b>

The value of Northern Ireland contributions in Sterling is £2.170m (2011: £2.387m) and was translated to Euro at the year end rate of 0.8161 (2011: 0.8353).

The value of Republic of Ireland contributions is €2.549m (2011: €2.532m).

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

PAGE 12

**4. SPECIAL CONTRIBUTION**

The Representative Church Body during 2012 made a capital contribution of €5m to the Clergy Pensions Fund.

**5. BENEFITS PAYABLE**

	2012 €'000	2011 €'000
Pensions to retired bishops and clergy	4,289	4,092
Pensions to surviving spouses and orphans	2,585	2,622
Commutation of pensions	398	541
Death benefits	162	178
Total	<u>7,434</u>	<u>7,433</u>

The cost of Northern Ireland benefits in Sterling is £3.531m (2011: £3.375m) and translated to Euro at the year end rate of 0.8161 (2011: 0.8353).

The cost of Republic of Ireland benefits in Euro is €3.108m (2011: €3.393m). This cost excludes administration charges and the pension levy.

**6. ANALYSIS OF INVESTMENT INCOME**

	2012 €'000	2011 €'000
Miscellaneous trust income	64	36
Interest	31	15
	<u>95</u>	<u>51</u>

Most of the invested assets are held in unitised funds and income is attributed to the funds as it arises and is not separately reported.

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

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**7. (a) INVESTMENT ASSETS**

	<b>Market Value 2012</b>	<b>Market Value 2011</b>
	€'000	€'000
<b>Equities</b>		
UK	23,136	34,266
Europe ex UK	24,987	34,676
Global	23,860	12,283
<b>Bonds</b>		
European	22,233	9,080
UK	22,127	9,800
Cash with Fund Managers	2,374	
	<u>118,717</u>	<u>100,105</u>
<b>Other</b>		
Irish Property Unit Trust	171	177
New Ireland Pension Property Series 1	-	2,715
New Ireland Venture Capital	-	178
Cash on Deposit	8,001	5,053
	<u>8,122</u>	<u>8,123</u>
<b>TOTAL</b>	<u>126,889</u>	<u>108,228</u>

**(b) The fund tracks various published indices on a passively managed basis.**

As at 31 December 2012, the indices and the percentage of the fund, excluding property unit trusts and cash, invested in these was as follows:

<b>Indices</b>	<b>Weighting 2012</b>	<b>Weighting 2011</b>
FTSE All World Series Developed		
Europe Ex UK	27.4%	34.6%
FTSE All World Series UK	23.5%	34.2%
S&P Global 100	11.5%	12.3%
Merrill Lynch EMU Govt > 10 Year	27.1%	9.1%
Non Gilt A Rated Broad Index	9.9%	9.8%
Fixed Interest – Rest of World	0.6%	-

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**NOTES TO THE FINANCIAL STATEMENTS – CONTINUED**  
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**8. CONTINGENT LIABILITIES**

As stated in the accounting policies on page 7 of the Financial Statements, liabilities to pay pensions and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2012.

**9. ADMINISTRATIVE AND INVESTMENT MANAGEMENT EXPENSES**

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

**10. RELATED PARTY TRANSACTIONS**

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

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**NOTES TO THE FINANCIAL STATEMENTS – CONTINUED**  
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**11. SUB DIVISIONS**

<b>REPUBLIC OF IRELAND</b>	<b>2012</b>	<b>2011</b>
	<b>€'000</b>	<b>€'000</b>
Contributions	2,549	2,532
Special contribution	2,485	2,485
Net benefits and other payments	(3,625)	(3,871)
Net transfer between sub divisions	(998)	489
	411	1,635
Net additions	411	1,635
Net returns on investments	8,475	(819)
Balance 1 January	54,380	53,564
	63,266	54,380
 <b>NORTHERN IRELAND</b>		
Contributions	2,658	2,858
Special contribution	2,515	2,515
Net benefits and other payments	(4,328)	(4,040)
Net transfer between sub divisions	998	(489)
	1,843	844
Net additions	1,843	844
Net returns on investments	8,118	(1,194)
Balance 1 January	53,903	54,253
	63,864	53,903
 <b>CONSOLIDATED FUND</b>		
Contributions	5,207	5,390
Special contribution	5,000	5,000
Net benefits and other payments	(7,953)	(7,911)
	2,254	2,479
Net additions	2,254	2,479
Net returns on investments	16,593	(2,013)
Balance 1 January	108,283	107,817
	127,130	108,283

**12. APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved by the Trustee on 12 March 2013.

ANNEX 1

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

***Members/Meetings of the Board***

There were six meetings of the Board in 2012.

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

Right Rev Paul Colton	(2)
Right Rev John McDowell	(5)

***Elected by the General Synod***

Ven Donald McLean (retired 30 June 2012)	(4)
Ven Philip Patterson (elected November 2012)	(0)
Canon Lady Sheil	(5)
Rev Ted Woods	(5)
Mr William Oliver	(6)
Mrs Cynthia Cherry	(5)

***Elected by The Representative Church Body***

Mrs Judith Peters	(4)
Mr Terence Forsyth	(4)
Mr Geoffrey Perrin	(5)
Rev Chris Matchett (elected January 2012)	(4)
Mr Owen Driver (elected January 2012)	(5)

**Chairperson** – Canon Lady Sheil

**Vice-Chairperson** – Mr Terence Forsyth

**Honorary Secretary** – Rt Rev John McDowell

**Pensions Administration Manager** – Mr Peter Connor

***Grants Committee***

Canon Lady Sheil  
Ven Donald McLean (retired 30 June 2012)  
Mrs Judith Peters  
Rev Ted Woods (elected September 2012)

**Office:** Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

Tel no (+3531) 4978422  
Fax no (+3531) 4978821  
Email [pensions@rcbdub.org](mailto:pensions@rcbdub.org)

## 1. INTRODUCTION

In accordance with section 12(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 12(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 2013*, page 171).

## 2. MEMBERSHIP OF THE BOARD

The Board is elected triennially in accordance with Section 15 of Chapter XIV.

The Representative Church Body Executive Committee, at its meeting on 24 January 2012, elected Rev Chris Matchett and Mr Owen Driver as members of the Board. The Standing Committee on 20 November elected Ven Philip Patterson as a member of the Board.

The Board expressed its thanks and appreciation to Ven Donald McLean, who retired in June, for his valuable contribution as Honorary Secretary to the Board and as a member of the Grants Committee.

On 21 April 2012 the death occurred of Canon JLB (Barry) Deane who had been a member of the Board for over 25 years, for the last 15 of which he was Chairman. Canon Deane’s contribution to the development and regulation of the Clergy Pensions Scheme for retired clergy and their surviving spouses was immense and, following retirement in 2005, he continued to play an important part in the work of the Board, acting as an honorary consultant until his death.

## 3. MEMBERSHIP OF THE FUND

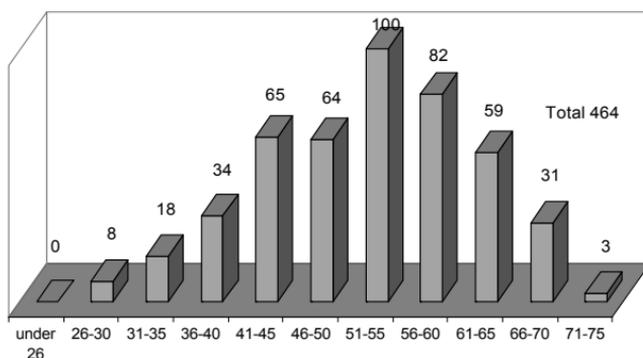
The table on the following page shows the movement during the year across the various membership categories. The accompanying graph shows the age profile of the active members.

## The Representative Church Body – Report 2013

	Active members	Deferred members	Pensioners	Spouses on pension
At 1 January 2012	457	105	267	208
New entrants	25			
Leavers with deferred benefits	(5)	5		
Leavers taking benefits elsewhere	(0)	(0)		
Deaths before retirement	(1)	(0)		
Retirements on pension	(12)	(4)	16	
Deaths on pension			(12)	(13)
New spouses pensions				11
At 31 December 2012	464	106	271	206 <sup>1</sup>

In addition there were 11 child dependency allowances in payment at 31 December 2012 (8 at 31 December 2011).

### *Age distribution of active members*



Age	under 26	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	Total
Clergy	0	8	18	34	65	64	100	82	59	31	3	464

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

<sup>1</sup> The total of 206 includes 13 widows of members who either retired or died before 1976 and 12 widows of voluntary members.

#### 4. PENSIONS IN PAYMENT

The annualised pensions etc in payment at 1 January 2013 are:

	€		£
Clergy	1,709,065	and	2,146,581
Surviving spouses and orphans	1,247,906	and	1,048,527
	2,956,971	and	3,195,108

The total annualised pensions in payment translated to euro at the year end exchange rate of 0.8161 are €6,872,065.

#### 5. CONTRIBUTIONS

**Contribution Rate** – the Members and Dioceses/Parishes annual total contribution rate (which is made up of a contribution to meet the deficit in respect of past service and to meet future service funding) is 30% of the Pensionable Stipends. This figure is made up of:

Rate	Source	€	£
9%	Members	3,260	2,295
21%	Dioceses/Parishes	7,606	5,355
30%	Total	10,866	7,650

**Contribution from central funds for 2012** – a third transfer by the Representative Church Body of €5m took place in 2012. In addition a contribution from central funds amounting to €674,000 was made during the year in accordance with Section 38 of Chapter XIV of the *Constitution*.

#### 6. LUMP SUM BENEFITS

Under the provisions of the Fund a cash lump sum is payable in a number of eventualities. The following is a summary:

On death in service or within 5 years following retirement;

On retirement before reaching Normal Retirement Age<sup>1</sup> (NRA), individual members may elect to commute part of their pension;

On reaching NRA individual members, who are serving in the Republic of Ireland at that time, may elect to commute part of their pension whether or not they actually retire;

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<sup>1</sup> Those members who were in the Fund on or before 31 December 2008 have a normal retirement age of 65. Normal retirement age for members, including deferred members who re-entered the Fund, on or after 1 January 2009, is 67.

On retirement after reaching NRA, individual members may elect to commute part of their pension if, on reaching NRA, they had decided to defer a decision until their actual retirement;

On deferred pension entitlement becoming payable.

During 2012 lump sums totalling €129,417 and £249,538 became payable under the above headings in respect of 12 members as follows:

Died in service (1); died within 5 years following retirement (2); paid before NRA (0); paid at NRA (1); paid on retirement (6); deferred pension (2).

## **7. EXTERNAL CONTACTS FOR INFORMATION AND SUPPORT**

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

## **8. ADDITIONAL PERSONAL CONTRIBUTIONS (APCs)**

Members who will not have completed 40 years of service on reaching 65 or 67 years of age, as the case may, will not qualify for a full pension. However, subject to limitations contained in civil legislation, such members may purchase additional service by making APCs either by monthly deduction, or by the payment of a lump sum, or by a combination of the two. These contributions qualify for income tax relief.

At present 100 members have made, or are making, contributions to the APC Scheme.

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

## **9. ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCS)**

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

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 2012**

	Membership 31/12/11	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/12
RI	26	2	0	0	2	26
NI	6	0	0	0	1	5
Total	<u>32</u>	<u>2</u>	<u>0</u>	<u>0</u>	<u>3</u>	<u>31</u>
Previous Year	35	0	0	0	3	32

Standard Life, provider of the AVC facility, has closed the “Cash Pension Fund” for new contributors. Contributions may be invested with Standard Life in the “Managed Pension Fund”, the “With Profits Pension Fund”, the “Euro Global Liquidity Fund” or the “Pension Fixed Interest Fund”, as appropriate, of the Tower Pension Series for those contributors who reside in the Republic of Ireland or the Castle Pension Series for those contributors who reside in Northern Ireland.

**(ii) AVC Fund Statement of Contributions**

	2012 €'000	2011 €'000
Contributions received	89	100
Less paid on retirement or death	(47)	(47)
Less commuted to pension	-	-
	<u>42</u>	<u>53</u>
Balance 1 January	726	670
Currency Translation Adjustment	2	3
Balance 31 December	<u>770</u>	<u>726</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 Limited.
2. Under the Scheme members are permitted to make voluntary contributions which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities. The balance at the year end represents the net accumulation of members’

contributions which have been transferred to the Standard Life Assurance Company by the Trustee. The value of the investments underlying these contributions is not reflected in the statement.

3. Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2012 €1 = £0.8161 (2011 €1 = £0.8353).

#### **ACCOUNTANTS' REPORT**

The Representative Church Body is responsible for preparing the Fund Statement for the year ended 31 December 2012. We have examined the above and have compared it with the books and records of the Fund. We have not performed an Audit and accordingly do not express an audit opinion on the above statement. In our opinion the above statement is in accordance with the books and records of the Fund.

PricewaterhouseCoopers  
Chartered Accountants  
Dublin

March 2013

## ANNEX 2

### 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. 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.
- 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, future accrual of benefits may cease 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 10 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. If assets are insufficient to meet benefits due, the law specifies that pensioners have first call on the assets of the pension fund before benefits can be paid to those who have yet to reach normal retirement age.

Various actions have been taken by the Trustee to mitigate the risks. Professional investment managers have been appointed to manage the Clergy Pension 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. If the Fund is found to be insolvent on this basis, the Trustee and the employer/sponsor are required to complete a funding proposal for submission to the Irish Pensions Board, with the objective of returning the Fund to solvency.

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.

ANNEX 3

ACTUARIAL FUNDING CERTIFICATE



An Bord Pinsean -  
The Pensions Board

SCHEDULE BC

Article 4

ACTUARIAL FUNDING CERTIFICATE

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

SCHEME NAME: The Church of Ireland Clergy Pension Fund

SCHEME COMMENCEMENT DATE: 1<sup>st</sup> January 1976

PENSIONS BOARD REFERENCE NO.: PB 1667

EFFECTIVE DATE OF

*THIS CERTIFICATE:* 30<sup>th</sup> September 2009

*PREVIOUS CERTIFICATE:* 30<sup>th</sup> September 2006

On the basis of information supplied to me and having regard to such financial and other assumptions as I consider to be appropriate:-

- (1) I am of the opinion that at the effective date of this certificate the resources of the scheme, which are calculated for the purposes of section 44 of the Act to be €90,876,000 ~~\*would/\*would not~~ have been sufficient if the scheme had been wound up at that date to provide for the liabilities of the scheme determined in accordance with section 44 of the Act which, including the estimated expenses of administering the winding up of the scheme, amount to €134,152,000
- (2) I am of the opinion that at the effective date of this certificate the resources of the scheme, calculated for the purposes of section 44 of the Act, would have been sufficient, after allowance for the estimated expenses of administering the winding up of the scheme, to provide for the discharge of the liabilities of the scheme determined in accordance with section 44 of the Act as follows:
  - (a) **100%** of the benefits as set out in section 44(a)(i) of the Act
  - (b) **100%** of the benefits as set out in section 44(a)(ii) of the Act
  - (c) **2.9%** of the benefits as set out in sections 44(a)(iii) and 44(a)(iv) of the Act
  - (d) **0%** of the benefits, other than those referred to in subparagraphs (a) to (c) of this paragraph, to which paragraph 5 of the Third Schedule of the Act relates.
- (3) *\*I hereby state the specified percentage for the above scheme for the purpose of section 44 of the Act to be 0%.*

*~~\*I hereby state that the specified percentage for the above scheme for the purposes of section 44 of the Act is not applicable as there are no benefits which are described in paragraph 5 of the Third Schedule.~~*

I therefore certify that as at the effective date of this certificate the scheme ~~\*satisfies/\*does not satisfy~~ the funding standard provided for in section 44 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: James R. Kehoe

Date: December 17, 2009

Name: James R Kehoe

Qualification: F.S.A.I

Name of Actuary's Employer/Firm: Mercer

Scheme Actuary Certificate No.: P038

*\* Please delete whichever is not applicable.*

**EXPLANATORY NOTE – PROVIDED FOR INFORMATION ONLY AND NOT FORMING PART OF THE CERTIFICATE**

*This note is intended to provide clarification of the benefits that the actuary has valued in establishing the liabilities for the purposes of the certificate and assumes that the effective date of the certificate is after 22 September 2005. Section 44 of the Pensions Act, 1990, as amended, and the Third Schedule set out in detail the benefits valued.*

If the scheme satisfies the funding standard, the actuary is of the opinion that the scheme would have had sufficient assets to meet specified benefits and expenses if it had been wound up. The opinion is based on the position at the effective date of the certificate.

The benefits can be summarised as follows:

- (1) *In respect of current pensioners -*  
all future benefit entitlements under rules of the scheme
- (2) *In respect of members not currently receiving pensions -*
  - (a) all benefits secured by additional voluntary contributions or granted under the scheme by way of transfer of rights from another scheme, and
  - (b) the scheme benefits that are required by the Act to be preserved – this relates to all benefits accrued up to the effective date of the certificate and includes revaluation of benefits accrued from 1991, and
  - (c) the certified percentage of the additional benefits described in paragraph 5 of the Third Schedule. This normally relates to revaluation of benefits accrued before 1 January 1991.

**Note to the Trustees**

Under the Pensions Act, 1990, as amended, the trustees of a defined benefit scheme must arrange to have an actuarial valuation of the scheme carried out periodically and must obtain an Actuarial Funding Certificate.

Certificates must have an effective date of not more than 3 years after the scheme's inception or the date of the previous certificate or, where the previous certificate has an effective date before 23 September 2005, or where the scheme commenced prior to 23 September 2005 and it is the first certificate for the scheme, it must be prepared not more than 3½ years after the scheme's inception or the date of the previous certificate.

Certificates, completed by an actuary who holds a Scheme Actuary Certificate issued by the Society of Actuaries in Ireland, must be submitted to the Board within 9 months of the effective date, or, where the certificate is required as a result of a negative actuarial statement in the trustee annual report for the scheme, within 12 months of the last day of the period to which the trustee annual report relates. Certificates should be sent to:

The Pensions Board  
Verschoyle House  
28-30 Lower Mount Street  
Dublin 2  
Tel: (01) 6131900  
www.pensionsboard.ie

ANNEX 4

ACTUARIAL CERTIFICATE



**Church of Ireland Clergy Pensions Fund**

**Pensions Board reference number: PB1667**

**Year ended 31 December 2012**

**Actuarial Statement**

The most recent Actuarial Funding Certificate for the Church of Ireland Clergy Pensions Fund was submitted to the Irish Pensions Board with an effective date of 30 September 2009. This certificate showed that the Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act 1990 at that date.

The next actuarial valuation and Actuarial Funding Certificate for the Fund are due with an effective date of 30 September 2012. Preliminary valuation results show that the Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act 1990 at the valuation date. The assets of the Fund were sufficient to cover 73% of the liabilities under the Minimum Funding Standard. These liabilities include benefits for the current active members based upon completed service and Pensionable Stipend at the valuation date, pensions in the course of payment to members and their spouses, and deferred pensions in respect of members who have left service.

Accordingly, I am not satisfied that as at 31 December 2012 the Church of Ireland Clergy Pensions Fund would have met the statutory Minimum Funding Standard under Section 44 of the Pensions Act.

A handwritten signature in black ink, appearing to read 'Paul McMahon'.

**Paul McMahon**  
**Fellow of the Society of Actuaries in Ireland**

25 February 2013

ANNEX 5

**CHURCH OF IRELAND CLERGY PENSIONS FUND**

**STATEMENT OF INVESTMENT POLICY PRINCIPLES (2010)**

**1. Introduction**

The purpose of this Statement of Investment Policy Principles (the “Statement”) is to document the policies and guidelines that govern the management of the assets of the Church of Ireland Clergy Pensions Fund (the Fund). It has been reviewed and adopted by the Trustee of the Fund and the Investment Committee of the RCB.

This Statement outlines the responsibilities of the various parties involved with the Fund, their objectives, policies and risk management processes in order that:

- a. There is a clear understanding on the part of the Trustee, the Investment Committee and investment managers (the Managers), as to the objectives and policies.
- b. There are clear principles governing the guidelines and restrictions to be presented to the Managers regarding their investment of the Fund’s assets.
- c. The Investment Committee and the Trustee have a meaningful basis for the evaluation of the investment performance of the Managers, investment performance of the Fund as a whole and the success of overall investment strategy through achievement of defined investment objectives.
- d. The Trustee fulfils the requirements of the Occupational Pension Schemes (Investment) Regulations 2005, which stipulate that such a Statement is put in place.

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

**2. Management Structure**

▪ **The “Sponsor” of the Clergy Pension Fund**

For the purposes of pension’s legislation the Representative Body is deemed to be the sponsor of the Clergy Pension Fund. The Representative Body, as sponsor, is not responsible for the Fund’s investments but has an interest in the Fund’s solvency and state of funding.

▪ **The Trustee**

The Trustee of the Clergy Pension Fund has a fiduciary responsibility in relation to the operation of the trust deed and rules of the Clergy Pension Fund, including the monitoring of the Fund’s investment performance, its overall solvency and its investment strategy.

The Trustee has delegated its on-going oversight responsibilities to the Investment Committee of the RCB.

▪ **The Investment Committee**

The Investment Committee of the RCB has been delegated responsibility for overseeing and monitoring the performance of the Fund's investments against pre-agreed performance benchmarks and in turn has delegated the day to day investment management of the Clergy Pension Fund to an external fund manager or managers. The minutes of Investment Committee Meetings as they relate to the oversight and management of the Fund must be furnished to the Trustee on a regular basis.

▪ **The Investment Manager:**

One or more investment managers may be appointed by the Trustee on the recommendation of the Investment Committee to act on behalf of the Trustee. The appointment(s) may be made on a passive or active mandate basis (or a combination of the two). The investment manager(s) shall observe the specific guidelines, restrictions and philosophies within this Statement and as expressed in any written agreement furnished by the Investment Committee and pre-agreed with the Trustee.

**3. Identification of Investment Responsibilities**

The performance benchmark(s) for the Fund are agreed with the Investment Committee by the Trustee and, where appropriate, by the Executive Committee of the RCB.

The specific delegated responsibilities of the Investment Committee include:

- (a) Determining the investment objectives of the Clergy Pension Fund.
- (b) Identifying the Fund's risk tolerance levels, or appetite for risk.
- (c) The establishment of guidelines/operational parameters on investment strategy including asset allocation and deciding suitable benchmarks.
- (d) Recommending the criteria for Social and Responsible Investment, securing the RCB's agreement on same and advising the investment managers.
- (e) Monitoring and evaluating performance and reporting to the Trustee and Executive as required.
- (f) Monitoring of purchases and sales of stocks and trading patterns generally.
- (g) Monitoring and if necessary changing the custodians, consultants and others that provide services to the Fund relating to the investment or custody of assets.
- (h) Regularly reviewing this Statement, and revising as necessary.

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

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

Other parties with specific duties with regard to investment include the Fund's custodian(s) and consultants. These duties are documented under separate contractual agreements with those parties.

#### **4. Socially Responsible Investment**

The Investment Committee on behalf of the Trustee will, on an annual basis, review social, environmental and ethical issues with the investment manager(s) for the selection, retention and realisation of investments.

#### **5. Investment Objectives**

The overall investment objective of the Trustee is to maximise the level of investment return at an acceptable level of risk, through adopting a prudent, carefully funded and well-executed investment policy having regard to Socially Responsible Investment. This will in turn assist the Trustee in providing sufficient assets to meet the Fund's long-term commitment to provide pensions and other benefits for fund members and their dependants.

#### **6. Risk Measurement Methods**

In determining the level of risk appropriate to the Fund at any point in time, the Trustee recognises the importance of the nature and duration of the liabilities (i.e. age profile of members), and measures the risk of the chosen investment policy by reference to these liabilities.

In particular, the Investment Committee on behalf of the Trustee considers the following risks:

- (a) The risk of achieving an insufficient level of investment return relative to the rate required to match the growth in liabilities over time.
- (b) The risk of excessive volatility in the investment returns of the Fund relative to the movement in liabilities over shorter-term periods (e.g. one year). Consideration will be given to this volatility in relation to the liabilities measured under the Minimum Funding Standard basis.

Managing the two risks above in isolation may lead to conflicting investment policies. Therefore, in formulating an appropriate investment policy, the Trustee seeks to arrive at an acceptable balance between these risks in order to meet as best it can its investment objectives. Furthermore, the Trustee will manage a range of other investment risks using the risk management processes outlined in the next section in order to create a prudent, diversified and efficient portfolio.

## 7. Risk Management Processes

The Investment Committee on behalf of the Trustee will ensure, either through direct guidance or through ascertaining the suitability of any commingled (unitised) vehicles that are used, that policies and guidelines are in place for the appointed investment manager(s) and other providers such that:

- (a) Investments are predominantly limited to marketable securities traded on recognised/regulated markets.
- (b) Prior oral agreement must be obtained from the Investment Committee to use futures, options and contracts for differences. Any such agreements must be minuted. The use of futures, options and other financial derivatives may only be used by the Manager to hedge an existing position or to pre-empt known cash flow. They may not be used to gear the portfolio.
- (c) The portfolio is properly diversified in such a way that:
  - for an active mandate, no one stock (with the exception of sovereign debt and pooled investments) may be more than 5% of the Fund so as to limit excessive reliance on any particular asset, issuer or group of undertakings and so as to limit accumulations of risk in the portfolio as a whole. However, in the case of significant share price appreciation of an existing holding, while the investment manager may not add to a stock once it exceeds 5% of the portfolio by market value, the stock may continue to be held and permitted to increase to a maximum of 7% of the portfolio value within an agreed time frame.
  - for a passive mandate no one stock shall exceed the combined weighting of its exposure to the various indices that are being tracked adjusted for any Socially Responsible Investment modifications.
  - Investments in assets issued by the same issuer or by issuers belonging to the same group do not expose the scheme to excessive risk concentration.
- (d) the Manager (s) must at all times remain conscious of the Fund's risk tolerance level (as agreed between the Investment Committee and Investment Manager from time to time)
- (e) the security, quality and liquidity of the portfolio as a whole is ensured together with an awareness of the currency requirement.

All Managers of the Fund are employed by the Investment Committee on behalf of the Trustee and are subject to termination at any time.

## **8. Current Investment Policy**

The current investment strategy of the Trustee is set out below along with a description of the investment manager arrangements adopted.

### **Strategic Asset Allocation**

- The Trustee has considered the Fund's strategic asset allocation mix and has determined, having considered the views of the actuary, that an overall (i.e. for the combined Irish & UK sub-divisions of the Fund) real asset allocation (equities and property) should be approximately 85% with rebalancing to take place at a frequency determined by the Investment Committee in agreement with the Trustee. Other asset classes, such as fixed interest and cash are also typically held.
- The Trustee is aware of the nature and duration of the expected future retirement benefits but at the same time is conscious that over the longer term equity markets tend to outperform bond markets. Accordingly, the Trustee believes that such a strategy should enable the Fund to achieve its objectives over the longer term, but is aware that it may not always achieve its objectives on a short-term basis. However, this strategy is kept under constant review.
- The performance benchmark(s) are developed by the Investment Committee and agreed with the Trustee.
- The Trustee recognises that even though the Fund's investments are subject to short-term volatility, it is critical that a long-term investment focus be maintained.

### **Manager Structure and Performance Objectives**

- The Trustee has chosen to appoint Irish Life Investment Managers (ILIM) (with effect from 24 January 2008) to manage the Fund on a passive (i.e. index-tracking) basis.
- The manager's performance objective is to perform in line with the relevant benchmarks (as agreed with the Trustee).

## ANNEX 6

### REPORT OF THE INVESTMENT MANAGER YEAR ENDED 31 DECEMBER 2012

#### Investment Overview 2012

While volatile, 2012 proved to be a very strong year for equity markets as the FTSE World index rose 16.7% in local currency terms (15.2% in €) with Japan leading the way among major markets, rising 21.5% (6.4% in €) with Europe up 20.5% (21.3% in €). Pacific Basin equities gained 19.1% (21.2% in €) while the US was up 16.3% (14.5% in €) and the UK gained 12.3% (15.7% in €).

The year began positively as the provision of unlimited liquidity by the ECB through the Long Term Refinancing Operations (LTRO) provided access to funding for banks which previously had been unavailable because of the debt crisis and appeared to be a step towards resolving the crisis. Better economic data in the US at the same time provided further support and enabled positive returns to be generated through the first quarter.

Through the second quarter however, the benefits of the LTRO began to wane as banks in peripheral countries merely used the facility to increase their exposure to bonds of sovereigns already in fiscal difficulty, further increasing the risk of write downs if these countries defaulted. The failure to form a government following the first Greek general election gave rise to fears of an imminent Greek exit from the Euro with potential for significant negative contagion across the Eurozone if this occurred. At the same time economic data began to disappoint in the US and equity markets quickly gave up their gains for the year by early June.

This proved to be the low point during the year for equity markets as a second Greek election resulted in the formation of a government which was committed to remaining in the Euro and risks across Europe began to recede. Hopes for policy action to finally tackle the crisis in Europe grew as a greater willingness to co-operate and consider some form of debt sharing across countries became apparent and led markets to rebound. While progress was made, political developments were at too slow a pace to satisfy investment markets and the ECB was eventually forced to intervene and announced a bond buying programme which facilitated the lower of peripheral bond yields to levels where they could fund themselves in the market place. This was seen as a major move to address the crisis and resulted in a significant reduction in the risks associated with Europe as peripheral bond yields fell even without the programme being activated and enabled European equity markets to become investable again.

In the US, towards the end of July there was an improvement in economic data as the economy was seen to exit the summer lull which had been evident. The improvement in the growth outlook also contributed to the rebound in equities. Despite this improvement, the US Federal Reserve remained impatient with the slow pace of decline in the unemployment rate and announced another quantitative easing programme, QE3, which was open ended in nature with no fixed end date and it was indicated the size, pace

and composition of the programme would be adjusted such that the Fed's economic objectives were achieved which provided further support for equities and the economy.

Through the fourth quarter, concerns over the prospect of a hard economic landing in China began to recede as data began to improve. In Europe, while economic data remained weak, business sentiment surveys became more positive suggesting the economic outlook would improve through 2013. Global final demand also picked up while new order levels relative to inventories also increased, suggesting production levels would increase through 2013. The Bank of Japan added to the global monetary policy stimulus by increasing asset purchases three times in the last four months of the year in response to weakness in the domestic economy. The election in December of the LDP party in Japan on a pro-growth fiscal and monetary policy mandate increased expectations of further monetary easing as they aim to double the Bank of Japan's inflation target to 2%. This led to a weakening of the Yen which is beneficial for exports and the overall economy.

The US lagged other equity markets through the last quarter as the 'fiscal cliff' loomed. The fiscal cliff related to the expiration of a number of tax breaks and implementation of automatic spending cuts on January 1<sup>st</sup> which if fully implemented would have taken 4% off GDP in 2013. The uncertainty as negotiations continued right up to year end caused the US to underperform other markets. A last minute compromise however provided a partial resolution to the 'cliff'. Tax reductions were permanently maintained for approx. 99% of the population while automatic spending cuts were delayed for two months, limiting the negative impact on GDP to 1%. Expectations of the deal on the last trading day of the year contributed to a rebound in US equities at year end.

### **Positive Outlook for Equities**

As an asset class, equities have underperformed over the last thirteen years and have become under owned as investors have moved to other assets as a consequence.

Equities have gone through such periods of underperformance in the past but have always re-emerged to resume their upward trend and maintain their record of consistently outperforming alternative assets over the longer term.

While the conditions and circumstances through the period of the global financial crisis and sovereign debt crisis in Europe were clearly not supportive of equities, fundamentals have improved since that time.

In the US, the banking system has been recapitalised and is functioning again, providing credit to the economy. The housing market, the catalyst for the crisis, is showing signs of a recovery while debt levels have fallen substantially.

In Europe, recent moves by the ECB have finally provided a platform for progress in terms of addressing the sovereign debt crisis. Global central banks are providing unprecedented levels of stimulus to support economic recovery which has also been supportive of equity markets.

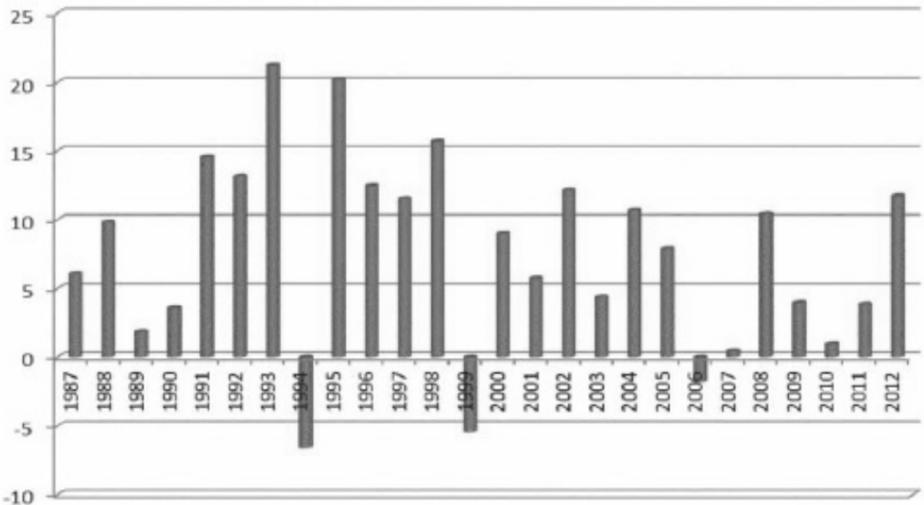
Economic conditions in China, the engine of global growth are improving.

Given these factors and the attractive valuation levels at which equity markets are currently trading, the outlook for equity markets in 2013 remains positive with further gains expected through the year.

**Sovereign Bonds**

Bond investors have done very well in the last 10 years, getting a total return of close to 100%. The chart below shows the annual returns of the Merrill Lynch Eurozone >5 year Government bond index since 1987, an index used by the ILIM flagship funds:

Merrill Lynch Eurozone >5 year Government Bond

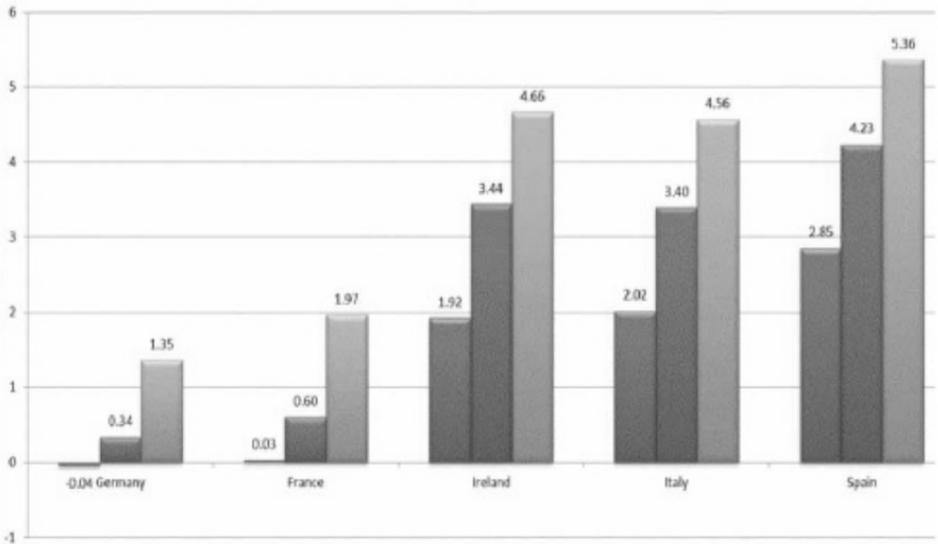


Source: Merrill Lynch

Economists forecast that 2013 will be another year of low economic growth globally. The ECB predicts that the Eurozone will shrink by about 0.3% and that inflation will drop to below 1.5%. In such an environment central banks and politicians will try to provide as much stimulus for the economy as possible, especially by keeping interest rates low.

For European bond investors the available universe is currently split into two main camps. High quality core countries with top credit ratings offer very low returns, or as the example of short German bonds shows, even negative yields. Peripheral Eurozone countries such as Ireland, Italy and Spain on the other hand offer attractive yields with some credit risk attached to it. The chart below shows a sample of 2, 5 and 10 year bond yields for a number of Eurozone countries:

## Eurozone bond yields



Source: Factset

Over the course of 2012 the Eurozone as a whole and especially the ECB have put measures in place to mitigate some of these risks. As the example of one large US investor in Irish bonds shows, higher yields in combination with some progress in Europe offer good value for medium to long term investors. 5-year Irish and Italian yields above 3% and Spanish yields above 4% therefore offer value in an overall low return environment.

## ANNEX 7

### CLERGY PENSIONS FUND INTERNAL DISPUTE RESOLUTION (IDR) PROCEDURE

Under Irish pensions legislation<sup>1</sup> all pension schemes are required to have an Internal Dispute Resolution (IDR) Procedure. As a result all 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.

Accordingly, 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 of the Clergy Pensions Fund has put in place such an IDR Procedure, which must be followed before an issue can be brought to the Pensions Ombudsman.

The Pensions Ombudsman has jurisdiction to investigate specified complaints against, or disputes with, persons responsible for the management of an occupational pension scheme.

The IDR Procedure, as it relates to members of the Clergy Pensions Fund, is described below in the form of a series of “questions” and “answers”.

#### **What is IDR?**

IDR, or Internal Dispute Resolution, is a procedure that the Trustee has drawn up in order to deal with certain types of complaints that may be made by actual or potential beneficiaries of the Clergy Pensions Fund (CPF).

#### **When should this IDR Procedure be used?**

Most queries or complaints in relation to the CPF are easily resolved if raised with the Pensions Administration Manager at Church of Ireland House, Church Avenue, Rathmines, Dublin 6, before invoking the IDR Procedure. Any relevant documents should be brought to the Pensions Administration Manager's attention.

If the query or complaint cannot be resolved satisfactorily by raising the issue with the Pensions Administration Manager then the Honorary Secretary of the Church of Ireland Pensions Board may be written to c/o The Head of Finance at Church of Ireland House. He/she will be able to make an initial assessment of your complaint and advise you of whether it qualifies for IDR.

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<sup>1</sup> Pensions Ombudsman Regulations, 2003 (S.I. 397 of 2003) made pursuant to section 132 of the Pensions Act 1990 as inserted by section 5 of the Pensions (Amendment) Act 2002.

If it does qualify for IDR, the Honorary Secretary can arrange for assistance for you in writing to the Trustee invoking the IDR Procedure and in assembling relevant documentation.

If your complaint does not qualify for IDR, the Honorary Secretary may be able to recommend a resolution to your complaint. *In any event, notice of your complaint will be brought to the attention of the Trustee by the Honorary Secretary.*

### **What types of complaint can I bring to the IDR Procedure?**

Two types of complaint are eligible for IDR. If you are:

- an actual, or potential beneficiary and you allege that you have sustained financial loss due to maladministration by or on behalf of a person responsible for managing the CPF, or
- an actual or potential beneficiary and have a dispute of fact or law in relation to an action taken by a person(s) responsible for managing the CPF.

### **Do I have the right to bring my complaint directly to the Pensions Ombudsman?**

No. The Pensions Ombudsman can only consider complaints that have already been through IDR. You may refer your complaint to the Ombudsman if, having gone through IDR, you are not satisfied with the outcome.

### **How do I make a complaint using the IDR Procedure?**

If your complaint qualifies for IDR, then you must make an application in writing to:

The Company Secretary, The Church of Ireland Clergy Pensions Trustee Limited,  
Church of Ireland House, Rathmines, Dublin 6.

You must include the following information when you write to the Trustee:

- Your full name and date of birth
- Details of your membership of the Fund if relevant (e.g. serving clergy should include date of joining, retired clergy should include date of retirement, clergy who have left the service of the Church of Ireland should include the date of leaving etc)
- Your home address and the address for correspondence if different
- Your PPS Number, or National Insurance Number as appropriate
- Where you are not a member, details of your relationship to the relevant member, or details as to why you consider you should be a member
- A written statement providing all available details of your complaint or dispute

- A description of the informal steps taken in an attempt to resolve the dispute
- A statement as to why you are aggrieved. If you believe you have suffered a financial loss, details of why you believe this to be the case with supporting calculations if possible
- Copies of all available supporting documentation
- Confirmation that you have not previously referred your complaint to the statutory Pensions Board

### **How will my complaint be dealt with by the Trustee under IDR?**

The Trustee may, on receiving your letter, appoint a nominated person, or persons, to make an initial assessment of your complaint. The nominated person(s) may decide to consult with the Church of Ireland Pensions Board and any other parties involved in the dispute, such as the scheme administrators, if relevant. The nominated person(s) will provide these parties with details of your case and consider their recommendations. The nominated person(s) may also discuss your case with their expert advisors and receive their opinion on the merits of your case.

The nominated person(s) may decide to offer you an oral hearing if it is felt that it would add clarity to the case. If such an oral hearing is offered to you, you may accept or reject it.

If, in the opinion of the nominated person(s), the case is reasonably clear, whether in your favour or otherwise, the nominated person(s) shall issue conclusions to you by way of a ‘Notice of Determination’. (See later). However, for more complex cases, the case may be referred by the nominated person(s) to the Executive Committee of the Representative Body for its consideration, before a ‘Notice of Determination’ is issued by the nominated person(s).

If the facts of the case are unusually complex, the case can be put by the nominated person(s) to an independent person who has not previously been involved in the case. The nominated person(s) shall consider, in respect of each complaint, whether using such an independent person is appropriate. For example, the nominated person(s) may be satisfied that it has already received expert and independent advice. However if it is decided that referring the case to an independent person is likely to be useful, the nominated person(s) will consider who an appropriate independent person might be. (For example he or she might be a pensions solicitor from a firm that does not have any conflict of interest with the case.) You shall be informed of the proposed independent person and if you are not satisfied with the nominated person(s) choice, the nominated person(s) may decide not to refer the case to any independent person, but to proceed instead with issuing their conclusions to you by a ‘Notice of Determination’.

If the case is referred to an independent person, such person shall be given supporting documents and asked by the nominated person(s) for a recommendation on your

complaint or dispute. The nominated person(s) will consider any such recommendation before issuing their conclusions to you by way of a ‘Notice of Determination’.

If your complaint or dispute relates to a decision made by the Trustee which involved the exercise of its discretion on a particular point, then, if the nominated person(s) remains satisfied with the original decision, the nominated person(s) shall most likely simply confirm the Trustee’s decision to you and refer you to the part(s) of the rules of the Fund that confers that discretion.

### **What form of response to my complaint will I receive from the Trustee?**

You will receive a response in writing recording the decision in relation to the complaint or dispute *within three months* of receipt of the required information from you. This response is referred to as a **Notice of Determination**. It shall include:

- a statement of what has been decided (which could be a decision to make a compensating payment, or to reject the claim etc.)
- a reference to any legislation, legal precedent, guidelines of the statutory Pensions Board, ruling or practice of the Revenue authorities, or other material relied upon
- a reference to any parts of the rules of the scheme relied upon
- where a discretion has been exercised, a reference to the parts of the rules of the scheme that confer this discretion
- a statement that the Notice of Determination is not binding on you unless you agree in writing to be bound by it
- a statement that the Pensions Ombudsman may have jurisdiction to investigate the matter and that further information can be obtained from:

The Pensions Ombudsman  
36 Upper Mount Street  
Dublin 2  
Telephone: 00353 1 6471650  
Email: [info@pensionsombudsman.ie](mailto:info@pensionsombudsman.ie)

**Approved by The Church of Ireland Clergy Pensions Trustee Limited,  
Trustee of the Clergy Pensions Fund,  
on 22 June 2011**

## 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 2012

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

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

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

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

Grants to ensure each has a minimum income from all sources in the year commencing 1 January 2012 of not less than:

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£12,224	€17,023
Surviving spouse 80 or over	£12,688	€17,670

On 31 December 2012, pensions were in course of payment to 194 surviving spouses (excluding widows of voluntary members) of clergy of the Church of Ireland. Three surviving spouses required a grant to bring their total income up to the relevant figure in the Table.

During 2012, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

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

As a result of these grants, the actual minimum income of surviving spouses during 2012 exceeded the figures in the Table by £1,275 or €1,710.

**(ii) Minimum Income for Retired Clergy**

Grants shall be payable from the Supplemental Fund to retired clergy to ensure that each has a minimum income, including the Retirement Pension payable from the Church of Ireland Clergy Pensions Fund or any other approved Scheme, of not less than £9,103 (if resident in the U.K.) or €12,677 (if resident in the Republic of Ireland). Such minimum pension shall be in addition to a State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund or any other approved Scheme) or a Sickness or Invalidity Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,337 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

There were no clergy in receipt of this grant on 31 December 2012.

**(iii) Supplement in lieu of State Pension**

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

- (a) Clergy who retired from an office in the Republic of Ireland:
- |                                 |               |
|---------------------------------|---------------|
| Eligible clergy aged under 80   | €11,976       |
| Eligible clergy aged 80 or over | €12,496       |
| Married clergy only:            |               |
| Spouse under 66                 | €7,982 extra  |
| Married clergy only:            |               |
| Spouse 66 or over               | €10,728 extra |
| Single/widowed clergy only:     |               |
| Living alone                    | €400 extra    |
- (b) Clergy who retired from an office in Northern Ireland:
- |                  |        |
|------------------|--------|
| Eligible clergy: |        |
| Single/widowed   | £5,312 |
| Eligible clergy: |        |
| Married          | £8,494 |

The number of grants in payment on 31 December 2012 was two.

**(iv) Widow of Bishop**

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

Grant	€6,481
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One grant was payable on 31 December 2012.

**(v) Removal Grants**

A grant to a surviving spouse towards the cost of removal, if his/her wife or husband was in the service of the Church of Ireland at the time of death, of the total amount involved up to a sum of £1,440 if he or she died while holding office in Northern Ireland, or €1,925 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.

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

On the death of clergy in the service of the Church of Ireland who are survived by a spouse, an immediate grant of £4,124 if they died while holding office in Northern Ireland or €5,820 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 £1,298 if they resided in the United Kingdom or €1,733 if they resided in the Republic of Ireland shall be paid.

**(vii) 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 2013**

The Representative Body recommends that the General Synod of 2013 approves allocations of €21,477 plus £770 to the Supplemental Fund from 2012 income (see report of the Representative Body, page 21 in *Church of Ireland General Synod Reports 2012*).

The allocations recommended, combined with an unexpended surplus for 2012 and dividend income for 2012, will enable the Board to continue the schemes of *ex gratia* payments to surviving spouses and retired clergy and it has decided that from 1 January 2013 these shall be as follows:

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

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£12,224	€17,023
Surviving spouse 80 or over	£12,688	€17,670

It is estimated that the cost of this scheme will be €0 plus £8,043.

**(ii) Minimum Income for Retired Clergy**

Grants shall be payable from the Supplemental Fund to retired clergy to ensure that each has a minimum income, including the Retirement Pension payable from the Church of Ireland Clergy Pensions Fund or any other approved Scheme, of not less than £9,103 (if resident in the U.K.) or €12,677 (if resident in the Republic of Ireland). Such minimum pension shall be in addition to a State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund or any other approved Scheme) or a Sickness or Invalidity Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,330 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

As currently no clergy are in receipt of a grant under this scheme it is envisaged no cost will be incurred in 2013.

**(iii) Supplement in lieu of State Pension**

(a) Clergy who retired from an office in the Republic of Ireland:

Eligible clergy aged under 80	€11,976
Eligible clergy aged 80 or over	€12,496
Married clergy only:	
Spouse under 66	€7,982 extra
Married clergy only:	
Spouse 66 or over	€10,728 extra
Single/widowed clergy only:	
Living alone	€400 extra

(b) Clergy who retired from an office in Northern Ireland:

Eligible clergy:	
Single/widowed	£5,587
Eligible clergy:	
Married	£8,770

It is estimated that the cost of this scheme will be €12,496 plus £734.

**(iv) Widow of Bishop**

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

Grant	€6,481
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The cost of this scheme will be €6,481.

**(v) Removal Grants**

Northern Ireland	£1,471
Republic of Ireland	€1,956

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

In service:

Northern Ireland	£4,215
Republic of Ireland	€5,914

In retirement:

Northern Ireland	£1,327
Republic of Ireland	€1,760

**3. RULES**

Copies of the rules are available on application to the Pensions Administration Manager.

**4. FINANCIAL STATEMENTS**

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

**THE SUPPLEMENTAL FUND****31 December 2012****INCOME AND EXPENDITURE ACCOUNT**

	2012 €'000	2011 €'000
<b>INCOME</b>		
General Synod Allocations	40	47
Investment Income	32	32
Income from Trusts and Donations	2	2
	<u>74</u>	<u>81</u>
<b>EXPENDITURE</b>		
Augmentation – Surviving Spouses and Orphans	21	15
Grants to Surviving Spouses	16	14
Grants to Retired Clergy	20	22
Expenses	5	5
	<u>62</u>	<u>56</u>
Surplus of income	12	25
Revaluation movement	91	(15)
Currency translation adjustment	11	14
	<u>102</u>	<u>(1)</u>
Capital balance 1 January	763	764
Capital balance 31 December	<u><u>865</u></u>	<u><u>763</u></u>

**THE SUPPLEMENTAL FUND**

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**ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2012**

	2012 €'000	2011 €'000
Investments at Valuation		
RB General Unit Trusts	865	763
	<u>865</u>	<u>763</u>
	<u><u>865</u></u>	<u><u>763</u></u>

**Notes**

1. The Supplemental Fund is vested in The Representative Church Body, as Trustee, for the provision of assistance to retired clergy of the Church of Ireland and to spouses, orphans and dependants of clergy of the Church of Ireland.

The Fund is established under Chapter XV of the Constitution of the Church of Ireland and administered by the Church of Ireland Pensions Board.

2. Accounting Policies are the same as those adopted for the Clergy Pensions Fund.

**ACCOUNTANTS' REPORT**

The Representative Church Body is responsible for preparing the Fund Statement and the Statement of Assets for the year ended 31 December 2012. We have examined the above and have compared them with the books and records of the Fund. We have not performed an Audit and accordingly do not express an audit opinion on the above statements. In our opinion the above statements are in accordance with the books and records of the Fund.

PricewaterhouseCoopers  
Chartered Accountants  
Dublin

March 2013

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

### **1. Sundry Diocesan Widows' and Orphans' Funds**

Grants are paid on the recommendation of the patron, who is usually the Bishop. The total of grants paid in 2012 was €50,576 and £3,018.

### **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 €51,859 plus £84,819 were allocated in 2012. Many expressions of thanks and appreciation have been received from the recipients.

The Board is most grateful for these donations and hopes that this Fund, which has already been of considerable help to retired clergy and surviving spouses with financial outlay arising from the provision and/or upkeep of housing accommodation, will be given further support by donations or bequests.

Two houses were bequeathed to The Representative Church Body, one of which is let to a member of the clergy and the other let to the surviving spouse of a clergyman. These are administered by the Board.

### **3. Priorities Fund – additional income for the most elderly and needy**

A further grant was allocated by the Standing Committee from the Priorities Fund in 2012 to provide additional income for the most elderly and needy retired clergy and surviving spouses of clergy. This enabled the Board to give an additional grant of €510 or £375 as appropriate, to each retired member of the clergy who had reached 65 years of age and to each surviving spouse irrespective of age who also needed a grant from the Supplemental Fund to ensure a minimum income under the schemes in operation for that purpose. A total of four surviving spouses benefited from the allocation and expressions of appreciation have been received.

The Board has applied to the Priorities Fund Committee for a grant for 2013.

### **4. Mrs E Taylor Endowment**

The Representative Body requested the Board to administer the Endowment “to provide additional benefits over and above the normal pensions for retired clergymen of the Church of Ireland who should be residing in the 26 counties of Southern Ireland”.

The Board has decided that the income from the Endowment should be allocated in the first instance for the benefit of those retired clergy in the Republic of Ireland who required nursing/home care either for themselves or their spouses including health and paramedical expenses.

During 2012, grants totalling €27,641 were paid to 12 retired clergy.

#### **5. Rev Precentor RH Robinson Bequest**

The income of this bequest has in previous years been allocated annually by the Board in accordance with the terms of trust as an additional payment to a retired clergyman. The income is currently circa €10 per annum. In 2011 it was decided, after consultation with the Head of Property and Trusts, to allow the income to accumulate for a period of five years until a more substantial grant may be allocated.

#### **6. Rev GJ Wilson Bequest**

The income of this bequest is available for the benefit of retired clergymen of the dioceses of Dublin, Glendalough and Kildare. The Board allocates the income having sought recommendations from the Archbishop of Dublin and the Bishop of Meath and Kildare.

In 2012, the total of grants paid was €1,800.

#### **7. Discretionary Fund – Retired Clergy/Surviving Spouses**

This Fund is available to provide (i) discretionary grants unrelated to Housing, to surviving spouses of clergy to be administered in a similar fashion to that of the Housing Fund and (ii) greater support for retired clergy resident in Northern Ireland or outside Ireland.

Allocations of £21,500 were made in 2012 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €5,480 and £2,649 to 10 surviving spouses and grants totalling £17,383 to nine retired clergy.

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

## APPENDIX H

### SCHEDULE OF THE KEY ELEMENTS OF THE PROPOSED PACKAGE OF CHANGES TO THE CLERGY PENSIONS FUND

- With effect from 1 June 2013 the Fund will be closed for future accrual of service in respect of all members.  
Members' pension in relation to accumulated service as at 31 May 2013 will be retained in the Fund.
- From 1 June:
  - (i) a Clergy Defined Contribution Pension Scheme will be implemented (see Appendix I on page 181 for a detailed description of the Scheme);
  - (ii) no future contributions (including additional personal contributions) will be paid into the Fund relating to individual members;
  - (iii) to assist in restoring the solvency of the Clergy Pensions Fund a levy will be charged to Dioceses at the rate of 13% of Minimum Approved Stipend in respect of all cures within Dioceses and recognised offices.
- The revised Normal Retirement Age (NRA) for contributing members of the Fund as at 31 May 2013 will be in accordance with the following table:

Date of birth	Age on 31 May 2013	Normal Retirement Age
1 June 1949 to 31 May 1954	59 to 63	66
1 June 1954 to 31 May 1959	54 to 58	67
1 June 1959 and after	53 or younger	68

Members who have a date of birth before 1 June 1949 will retain a NRA of 65.

Members who joined/rejoined the CPF on or after 1 January 2009 will have a 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.

- Death in service (on or before NRA) lump sum benefit will cease to be paid out of the Clergy Pensions Fund but will be paid as an insured benefit as part of the new Clergy Defined Contribution Pension Scheme. (See Appendix I on page 181.)

**Note:** As a further initiative in support of securing the solvency of the Fund it is proposed, in addition to the changes to the Fund noted above, that until 2023 increases in Pensionable Stipend and in pensions in payment will not be recommended unless the plan to eliminate the deficit is ahead of schedule and the Actuary agrees that such increases are sustainable.

## APPENDIX I

### SPECIFICATION OF PROPOSED CHURCH OF IRELAND CLERGY DEFINED CONTRIBUTION PENSION SCHEME

(Note -throughout this paper the word “he” is used to imply “he or she” and the term “employer” refers to the DC Member’s parish or diocese.)

#### 1. Background

It is proposed that legislation be brought to the 2013 General Synod to effect the following:

- a. the existing defined benefit (DB) plan for clergy be closed, with effect from 31 May 2013 (on the assumption that the appropriate legislation having been passed at Synod), for the following:
  - i. All new entrants; *and*
  - ii. Future service accruals of all existing members.
- b. From that date all existing members of the DB plan who have not reached their NRA, all new entrants, or re-entrants, to the stipendiary ministry of the Church of Ireland will be deemed to be members of the new Clergy Defined Contribution Pension (CDCP) Scheme as described below.

2. **Membership** – all serving stipendiary clergy aged below 65 years will be enrolled in the CDCP Scheme but newly appointed clergy (or those re-entering service) can formally apply, in writing, to opt out. Members requesting to opt out will be asked to indicate in writing if they have sought and received appropriate advice on the matter and that their application is supported by their Bishop.

If a member of the clergy opts out of the CDCP Scheme there will be no obligation on the parish/diocese to contribute to any other pension scheme or plan on his behalf.

3. **Minimum Age**– there will be no minimum age for joiners.
4. **Maximum Age** – the maximum age for joiners is 75.
5. **Normal Retirement Age (NRA)** – to be age 68 or as will be defined in section 1A of Chapter XIV of the Constitution.
6. **Contributions** – will be based on Minimum Approved Stipend (MAS).
7. **Rates of Contribution** –

“Employee”	9% (but he can contribute more if he wants as an AVC)
“Employer”	8% to the employee’s DC “pot”, plus
“Employer”	2% (est.) cost of “Death in Service” benefits
<b>Total</b>	<b>19%</b>

Contributions post NRA – none from “Employer”, but “Employee” may contribute.

All insured benefits cease at NRA as benefits may be drawn from the vested DC ‘pot’ and, where relevant, the member’s entitlement in the DB plan.

8. **Vesting of the Member’s DC Pot** – on leaving service at any point, having been admitted to the CDCP scheme, the member to be entitled to take his *total* DC retirement account (i.e. the then value of both his and his employer’s contribution) to another approved pension plan.
9. **On retirement** – the value of the member’s retirement account (his “pot”) will vest in him and he can decide what to do with that sum within the tax regulations of the relevant jurisdiction. If the member of the new CDCP Scheme has already accrued service in the Clergy DB plan he will in effect retire on a two part pension, being N/60ths for service in the DB plan up to the date of its closure to further accrual (31 May 2013) and a pension which he may buy with the accumulated funds then in his CDCP “pension pot”.
10. **State Contributory Pension** – in addition to the above, the member will be entitled to claim the State Pension at the appropriate age.
11. **Death in Service Benefits for clergy who have not reached age 65 as at 31 May 2013 and members of the Scheme until they reach their NRA after that date**

The minimum entitlement will be:

- a. **A cash lump sum** equal to **4 x MAS**; and
- b. **A surviving spouse’s pension** – the surviving spouse of a member of the CDCP Scheme who dies prior to reaching NRA shall, in addition to the above cash lump sum, receive a spouse’s pension of 25% of MAS, indexed at the lesser of CPI and 2%; and
- c. **Dependent children’s pensions** – an additional pension equal to 1/3<sup>rd</sup> of the surviving spouse’s pension to be paid to each of up to 3 dependent children (*as defined in section 58 of Chapter XIV of the Constitution*).

In the event that there is any residue remaining after providing the cash lump sum from the pension pot of the member, that value will be made available to the beneficiaries of the member.

(Where the preserved benefit as at 31 May 2013 of an existing member of the CPF, as calculated under the terms of the Clergy Pensions Fund in respect of dependants’ pensions, exceeds the entitlement under the CDCP, the balance will be paid from the Clergy Pensions Fund).

**12. Ill-Health/Disability** – a member will be entitled to the value of their CDCP pension ‘pot’ as at the date of retirement for reasons of appropriately certified ill health. This will be in addition to any entitlement they may have preserved under the CPF.

**13. Expenses of the CDCP Scheme**

- a. **Investment Management fees** – to be deducted from the member’s account by the pension provider.
- b. **Taxes and government levies** – to be deducted annually from the member’s account by the pension provider.
- c. **Other Administration Costs** – to be paid from funds collected from parishes/dioceses who will continue to pay contributions to fund clergy pensions via the Representative Church Body.

**14. Provider and Investment Options**

- a. The CDCP Scheme is to operate for all stipendiary clergy of the Church of Ireland who are domiciled in either of the Republic of Ireland and the United Kingdom, and appropriate provider(s) are currently being assessed.
- b. In each case a standard set of investment options will be made available for members (e.g. a “cash” fund, a “growth” fund and an “aggressive” fund).

**APPENDIX J**

**CHURCH FABRIC FUND – GRANTS ALLOCATED DURING 2012**

Diocese	Church	Amount	
		£	€
Clogher	Clabby	24,300	
Derry	Sion Mills	21,200	
Down	Killaney	10,700	
	Knockbreda	2,200	
Connor	Antrim, St Patrick's	1,100	
	Killead	4,400	
	Lisburn Cathedral	29,800	
	Skerry	700	
Elphin	Knocknarea		1,000
Glendalough	Glenealy		3,900
Meath	Julianstown		1,500
	Kilbixy		30,300
Cashel	Tipperary		6,400
Leighlin	Carlow, St Mary's		22,100
	Maryborough		4,100
Cloyne	Castletownroche		1,700
	Rushbrooke		4,900
Killaloe	Inniscaltra		300
	Roscrea		900
		94,400	77,100

**APPENDIX K**

**ARCHIVE OF THE MONTH 2012**

January: What happened at Disestablishment? – records of the General Convention, 1870.

February: Scenes from North India in the late 19<sup>th</sup> and early 20<sup>th</sup> centuries

March: Douglas Hyde's 'modern Irish' translation of St Patrick's Breastplate – a bilingual presentation

April: The earliest policing records in Ireland - St John's parish watch, Dublin, in the 18<sup>th</sup> century

May: The RCB staff golf outing & the story of Leslie Butler in World War I

June: Pictures from a tour in Palestine 100 years ago

July: Illuminated address for a new Dean of Christ Church cathedral, Dublin, the Very Revd JH Walsh, 1908

August: How Church of Ireland clergy used to be appointed – 18<sup>th</sup> century correspondence of Lord Townshend

September: The first Church of Ireland Directory, 1862, online

October: Introducing the collections architectural drawings of churches

November: Anglican Record Project: parish registers of Delgany online

December: Letters from the Western Front – letters to Dundela parish

**APPENDIX L**

**ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE  
REPRESENTATIVE CHURCH BODY LIBRARY, 2012**

The inclusion of material in this list does not necessarily imply that it is available to researchers.

**1. ARCHIVES**

**(i) Parish Records**

**Annagh (Kilmore)**

Annagh: vestry bk, 1910-80

Drumlane: vestry bk, 1876-1828

**Ardagh (Ardagh)**

Ardagh: regs, vestry bk, accounts, preachers' bks, school records, misc. papers, 1807-1971

Kilcommick: regs, vestry bks, accounts, preachers' bks, graveyards records, misc. papers, 1805-2007

Killashee: vestry bk, 1950-67

Moydow: regs, vestry bks, accounts, preachers' bks, misc. papers, 1794-1987

Shrulle: regs, vestry bk, accounts, preachers' bks, S.S. records, misc. papers, 1825-2007

Tashinny: regs, vestry bk, preachers' bks, tithe bk, misc. papers, 1798-2004

**Belfast – St Peter**

St James: regs, vestry bks, regs of vestrymen, preachers' bks, confirmation reg., banns reg., corresp., parish magazines, 1871-2009

**Carlow (Leighlin)**

Carlow: charity records, 1869-2005

Kellistown: preachers' bk, 1856-79

St Dymphna's chapel: preachers' bk, 1992-2009

Staplestown: marriage reg., accounts, preachers' bks, 1847-1974

**Castlecomer (Ossory)**

Bibboa: reg. of vestrymen, 1951-2000

Mothel: vestry bks, reg. of vestrymen, 1966-2011

**Clontarf (Dublin)**

Clontarf: trustees' minute bk, preachers' bks, accounts, records of parish organizations & societies, misc. papers, 1860-1988

**Cloonclare (Kilmore)**

Finner: marriage regs, 1847-1956

**Conwal (Raphoe)**

Gartan: marriage reg., 1949-53

**Cork- St Fin Barre (Cork)**

St Fin Barre: marriage reg., 2003-07

**Cork – St John**

St John: trustee minute bk, accounts, 1916-96

**Donoughmore (Glendalough)**

Donard: regs, 1873-2011

Donoughmore: marriage regs, 1957-2007

Dunlavin: marriage reg., 1957-2006

**Drogheda (Armagh)**

Collon: preachers' bk, 1964-2011

Drogheda: vestry bk, 1971-2005

Drumcar: arch. drawings, 19<sup>th</sup> cent.

**Drumcondra (Dublin)**

Drumcondra: parish magazines, 2008-12

**Dublin - Christ Church Cathedral Group (Dublin)**

St Mary: school minute & account books, 1861-95

**St Bartholomew (Dublin)**

Leeson Park: baptismal reg., reg. of vestrymen, banns reg., parish magazines, 1889-2008

St Bartholomew: preachers' bks, parish magazines, 1905-2012

**Dublin – St Patrick's cathedral (Dublin)**

St Catherine: school board & Protestant Orphan Society account bk, 1935-80

**Dundalk (Armagh)**

Creggan: misc. papers, 1961

Omeath: misc. papers, 1910-14

**Galway (Tuam)**

Arran: vestry bk, 1884-1913

Ballinacourty: preachers' bk, 1896-1920

Galway: vestry bks, reg. of vestrymen, accounts, preachers' bk, misc. papers, 1715-1984

Killannin: accounts, misc. papers, 1891-1927

Moniva: vestry bk, 1870-1918

Moycullen: misc. papers, 1924-44

Rahoon: misc. papers, 1906-44

**Glenageary (Dublin)**

Glenageary: regs, vestry bks, reg. of vestrymen, accounts, preachers' bks, conformation reg., pew reg., misc. papers, 1880-2011

**Kill o' the Grange (Dublin)**

Kill: vestry bks, accounts, preachers' bks, school records, records of parish organizations, orders of service, annual reports, parish magazine, misc. papers, 1885-2010

**Killala (Killala)**

Crossmolina: accounts, 1896-1957  
Dunfeeny & Lackan: burial reg., 1877-2001

**Killanne (Ferns)**

Killanne: vestry bk, accounts, misc. papers, 1808-1919  
Killegney: vestry bk, accounts, communicants lists, 1885-1955  
Templeshambo: preachers' bk, 1966-87  
Tomhaggard: misc. papers, 1825-63

**Killiney – Holy Trinity (Dublin)**

Holy Trinity: marriage reg., vestry bk, annual reports, orders of service, parish magazines, misc. papers, 1950-2012

**Kinawley (Kilmore)**

Crom: preachers' bks, confirmation reg., 1872-1990  
Dunmany: preachers' bk, 1945-67  
Kinawley: vestry bks, accounts, preachers' bks, banns reg., confirmation reg., 1775-1973

**Kinsale (Cork)**

Kinsale: preachers' bks, visitors' bks, 1899-1999  
Rincurran: preachers' bks, 1898-1962

**Maghergall (Connor)**

Maghergall: vestry bks, parish magazines, 2005-12

**Portlaoise (Leighlin)**

Ballyfin: regs, preachers' bks, banns reg., 1866-2007  
Dysert Enos: marriage reg., 1966-2004  
Maryborough: marriage reg., annual reports, records of parish organizations, misc. papers, 1935-2007

**Raheny (Dublin)**

Coolock: parish magazines, 1994-2008

**Rathfarnham (Dublin)**

Rathfarnham: misc. papers, 1914-73

**Shinrone (Killaloe)**

Dunkerrin: vestry bk, preachers' bk, 1910-2010

Kilcolman: regs, 1839-1973

Kinnity: regs, 1850-1996

Shinrone: regs, vestry bk, preachers' bk, 1741-1989

**Taney (Dublin)**

Taney: regs of vestrymen, 1882-1984

**Tralee (Ardfert)**

Ballymacelligott: vestry bk, 1969-79

Dingle: marriage reg., 1845-1943

Kilgobbin: marriage reg., preachers' bk, 1845-2002

Killiney: marriage reg., preachers' bks, 1848-1968

Kilmakedar: preachers' bks, 1844-1958

Kilmoyley: preachers' bk, 1956-88

Tralee: preachers' bks, confirmation reg., visiting bk, 1928-96

**Tuam (Tuam)**

Ballinrobe, misc. papers

Ballyovie: school account bk, 1935-45

**Tullamore (Meath)**

Ferbane: vestry bk, 1892-1924

Shannonbridge: accounts, 1874-77

**Whitechurch (Dublin)**

Whitechurch: records of parish organizations, misc. papers, 1978-2004

**Zion (Dublin)**

Zion: orders of service, parish magazines, 2008-12

**(ii) Diocesan Records**

Ferns: Board of Mission minute bk, 1901-62

From Canon RJ Harmsworth.

Killaloe & Clonfert: diocesan register, subscription roll, 1953-2000

From Canon Robert Warren.

Limerick, Killaloe & Ardfert: rural dean's returns, subscription rolls, reg. of certificates of appointment, account bks, 1800-2008

From St Mary's cathedral, Limerick & Canon Robert Warren.

Meath: albums of photographs of diocesan events, 20<sup>th</sup> cent.

From Mr Nick Perry.

**(iii) Cathedral Records**

St Patrick's cathedral, Dublin: minutes, accounts, reg. of vestrymen, annual reports, visitors' bks, scrapbooks, misc. papers, 1860-1999  
From St Patrick's cathedral, Dublin.

**2. MANUSCRIPTS**

Bartlett, Canon JR: sermons, 2012  
From Canon JR Bartlett, Dalkey, Co. Dublin.

Brownrigg, Rev Henry: illuminated address from the parishioners of Wicklow, 1847  
From St Patrick's Cathedral, Dublin.

Buckingham House School, Cork: minutes, accounts, corresp., annual reports, printed material, 1895-1991

Stoney, George: corresp, speeches, papers rel. to diocesan, educational and charitable matters in Cork, 1948-2006

Webster, Rev CA: letters to Major Henry Chavasse, 1922  
From Ven REB White, Moviddy, Co. Cork.

County Mayo Protestant Orphan Society: minutes, accounts, reports, papers, printed material, 1885-1983

From Canon NJ O'Raw, Crossmolina, Co. Mayo.

Daly, Rev James, warden of Galway: letters of orders, sermons, misc. papers, 1811-64

Nash, Rev JF: university certificates and letters of orders, 1903-04

Ormsby, Rev Thomas: letters of orders and licences, 1922-23

From Ven GL Hastings, Galway.

Dublin Midnight Mission: minute bks, 1863-1921

From Rev DC Sargent, Clontarf.

Hughes, Arthur, lay reader: sermons, late 20<sup>th</sup>/21<sup>st</sup> cents

From his son.

MacCarthy, Very Rev RB: letters from Archbishop GO Simms with related press cuttings, 1969-96

From Very Rev RB MacCarthy, Dublin.

Meath Loan Fund: agenda bk, 1899-1905

From Ven GCS Linney, Glenageary, Co. Dublin.

Rankin, JF: misc. papers rel. to clerical successions, Drumbo parish and other historical research projects, 20<sup>th</sup> cent.

From Mr JF Rankin, Drumbo, Co. Down.

## The Representative Church Body – Report 2013

Reynell, Rev WA: scrapbook rel. to Church of Ireland matters, 19<sup>th</sup> cent.  
From Royal College of Physicians Library, Dublin.

Seaver, Rev George: letters from Daisy Dunn, Kingstown, rel. to historical  
research, 1939  
From Mr Peter Costello, Central Catholic Library, Dublin.

YWCA: minutes, corresp, legal & financial papers, annual reports, printed material,  
1890s-2000  
From YWCA, Dublin.

**APPENDIX M**

**FUNDS RECEIVED  
BY THE  
REPRESENTATIVE CHURCH BODY IN 2012  
FOR  
PAROCHIAL AND DIOCESAN ENDOWMENT ETC**

	€	£
Atkinson, Richard (addition)	20,000.00	
Berney, Dr AG (addition)		1,000.00
Cleeve, Henry J	20,000.00	
Cox, Joseph & Olivia (addition)	100.00	
Davis, Richard	7,284.77	
Elliott, Cecil		600.00
Elliott, Mr & Mrs P & Mrs A		1,000.00
Farrelly, T & J (addition)		500.00
Gabbett, DW & RM	3,336.78	
Garden of Remembrance (addition)	308.60	
Graydon, Anna Maria	3,425.83	
Gunn, GIH		80,000.00
Hamerton Fund (addition)	12.35	
Hardy, Pearl	1,000.00	
Kenny, Forsythe	72,022.00	
Love, Caroline	30.00	
Macklin, Ralph	6,755.34	
Monaghan, Mr & Mrs Robert (addition)		100.00
Parish Funds Tralee (Ardfert) (addition)	1,309.68	
Parish Trust Fund Sligo (Elphin)	2,394.73	
Parochial Funds Belfast St Nicholas (Connor) (addition)		85,000.00
Sundry Trusts/Parish Funds Kildrumferton (Kilmore) (addition)	11,200.00	
Traynor, Lucy	146,039.00	
Tuthill, Barbara	1,118.71	
Webb, Ven WP (addition)	2,430.00	
	<hr/> 298,767.79	<hr/> 168,200.00
	<hr/>	<hr/>

# **STANDING COMMITTEE**

**REPORT OF PROCEEDINGS LAID BEFORE**

**THE GENERAL SYNOD AT ITS**

**ONE HUNDRED AND FORTY-THIRD ORDINARY SESSION 2013**

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

**HONORARY SECRETARIES OF THE GENERAL SYNOD**

The Ven Robin Bantry White, Moviddy Rectory, Aherla, Co Cork

The Rev George Davison, 12 Harwood Gardens, Carrickfergus, Co Antrim, BT38 7US

Mr Samuel Harper, Cramer's Grove, Kilkenny, Co Kilkenny

Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone, BT71 5LL

**ASSISTANT SECRETARY** – Mrs Janet Maxwell

**SYNOD OFFICER** – Mr Garrett Casey

**OFFICE**

Church of Ireland House  
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1. **SUMMARY**

Some significant matters dealt with during the period 24 April 2012 to 12 March 2013 were:

- Progressing work on Chapter I of 2012 which provides for the collation of statistics from every diocese;
- Working with the Presbyterian Church, the Roman Catholic Church, the Methodist Church and the Irish Council of Churches to establish the Irish Inter-Church Peace Programme;
- Set up a working group on abortion to assist in the examination of the pastoral, legal, ethical and medical implications of the Irish Government's decision to legislate on abortion;
- Progressing work on the resolution on Human Sexuality in the Context of Christian Belief adopted at the 2012 General Synod.

2. **NAMES AND ATTENDANCE OF MEMBERS**

**Ex-officio Members**

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

6/6	Ven Robin Bantry White
6/6	Rev George Davison
6/6	Mr Samuel Harper
5/6	Mrs Ethne Harkness

**ELECTED MEMBERS**

Armagh	4/6	Rev Brian Harper
	2/6	Rev Shane Forster
	5/6	Mr Paul Bruce
	1/6	Mr Adam Pearson
Clogher	6/6	Rev Canon John Stewart
	6/6	Rev Canon Bryan Kerr
	6/6	Mr Walter Pringle
	6/6	Mr Glenn Moore
Derry & Raphoe	5/5	Rev Canon Henry Gilmore
	5/6	Ven Robert Miller
	3/5	Mrs Wendy Donaghy
	1/6	Mr Kenneth Witherow

Standing Committee - 2013

Down & Dromore	4/6	Ven Philip Patterson
	3/5	Rev Kevin Graham
	6/6	Mrs Hilary McClay
	6/6	Mr Andrew Brannigan
Connor	3/5	Rev Dr Alan McCann
	5/5	Rev Trevor Johnston
	4/6	Mr Roy Totten
	4/5	Mrs Pauline High
Kilmore, Elphin & Ardagh	5/6	Very Rev Raymond Ferguson
	4/6	Ven Craig McCauley
	2/5	Mr Alan Williamson
	6/6	Mrs Brigid Barrett
Tuam, Killala & Achony	3/5	Ven Alan Synnott
	3/6	Very Rev Gary Hastings
	5/6	Mr Denzil Auchmuty
	2/5	Ms Karen Duignan
Dublin & Glendalough	6/6	Rev Gillian Wharton
	4/5	Rev Stephen Farrell
	5/5	Ms Ruth Handy
	2/5	Mr Gregory Fromholz
Meath & Kildare	5/5	Rev Peter Rutherford
	4/6	Rev Lynda Peilow
	6/6	Mrs Joan Bruton
	2/5	Mr Ronan McKenna
Cashel & Ossory	5/6	Very Rev Katharine Poulton
	2/5	Rev Canon Robert Gray
	3/6	Mr Cecil Wellwood
	5/5	Ms Hazel Corrigan
Cork, Cloyne & Ross	6/6	Very Rev Christopher Peters
	5/6	Rev Adrian Wilkinson
	3/6	Mr Wilfred Baker
	5/6	Mr Gordon Benn
Limerick & Killaloe	4/6	Rev Jane Galbraith
	4/6	Rev Canon Stephen Neill
	5/6	Mr Adrian Hilliard
	2/6	Mr Edward Hardy

**Co-opted Members**

Rev Dr Maurice Elliott	6/6	Rev Andrew Forster	5/6
Mr Andrew McNeile	5/6	Rev Dorothy McVeigh	2/5
Ven Richard Rountree	5/6	Rev Patricia Storey	5/6
Miss Catherine Turner	4/6		

The Chief Officer and Secretary General of the Representative Church Body is entitled to attend and speak at meetings of the Standing Committee. The Assistant Secretary of the General Synod is also entitled to attend and to speak at meetings.

**COMMITTEES OF THE STANDING COMMITTEE**

**FINANCE AND ARRANGEMENTS SUB-COMMITTEE**

Mr Wilfred Baker  
Rev Shane Forster  
The Honorary Secretaries

**LEGAL ADVISORY COMMITTEE**

The Hon Mr Justice Declan Budd	Mr William Prentice
His Honour Judge Tom Burgess	His Honour Judge Derek Rodgers
The Rt Hon Sir Anthony Campbell	His Honour Judge Alistair Devlin
Mr Michael Davey	The Hon Mr Justice Benjamin Stephens
Mr Lyndon MacCann SC	Mr John Wilson QC
The Hon Mrs Justice Catherine McGuinness	

**PRIORITIES FUND COMMITTEE**

Mr Roy Totten	Rev George Davison
Mrs Joan Bruton	Mr Samuel Harper
Rev Andrew Forster	Mr Glenn Moore
Rev Adrian Wilkinson	Rev Canon Stephen Neill
Mrs Brigid Barrett	

BUDGET SUB COMMITTEE

Mr Wilfred Baker  
Mr Samuel Harper  
Rev George Davison

Mr Roy Totten  
Rt Rev John McDowell

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

Rt Rev Michael Burrows  
Rt Rev Patrick Rooke  
Rev Canon Jonathon Pierce  
Ms Ruth Handy

Mr William Kingston  
Mr Albert Smallwoods  
Rev Canon Noel Regan

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

The Hon Mr Justice Declan Budd  
His Honour Judge Tom Burgess  
The Rt Hon Sir Anthony Campbell  
The Rt Hon Lord Justice Paul Girvan  
Mr Patrick Good QC

Mr Lyndon MacCann SC  
The Hon Mrs Justice Catherine Mc Guinness  
Mr Ronald Robbins  
The Hon Mr Justice Benjamin Stephens  
Mr John Wilson QC

**3. ABORTION**

In December 2012, the Joint Oireachtas Committee on Health and Children wrote to the Primate inviting him or a representative to give evidence to the Committee during their hearings on abortion in the light of the decision of the European Court of Human Rights in the *ABC v Ireland* case. As the deadline given to submit a written response fell before the following meeting of the Standing Committee, the Archbishops and Honorary Secretaries, acting under a 2007 resolution of the Standing Committee, approved a submission, the text of which appears in Appendix B on page 216.

The Archbishop of Dublin and Mr Samuel Harper, Lay Honorary Secretary of the General Synod represented the Church of Ireland at the Oireachtas hearing on Thursday 10 January 2013. A transcript of the proceedings can be viewed on line at the Oireachtas website at <http://oireachtasdebates.oireachtas.ie/> (under Current debates/Committee Debates/2013/Committee on Health and Children/10 January 2013).

Following the presentation to the Committee, the Standing Committee appointed a Working Group on Abortion with the authority to prepare a paper on the pastoral, ethical, medical and legal implications of the new legislation. The membership of the Working Group is, the Archbishop of Dublin, the Hon Mrs Justice Catherine McGuinness, the Rev Daniel Nuzum, Ms Joy Gordon, Dr Rory Corbett, Mr Samuel Harper, Ms Hilary Prentice and the Rev Adrian Dorrian.

4. **APPOINTMENTS**

Irish Council of Churches AGM (Londonderry, March 2013)	Rt Rev John McDowell Rt Rev Ken Good Ven Scott Harte Very Rev John Mann Very Rev Kenneth Hall Very Rev William Morton Rev Canon David Crooks Rev Canon Helene Steed Rev Canon Ian Ellis Rev Daniel Nuzum Rev Malcolm Ferry Rev Niall Sloane Dr Kenneth Milne Mrs Roberta McKelvey Mr Glenn Moore Mr Walter Pringle Mr Peter Jones Ms Elizabeth Fitzgerald Mr Michael Joyce Ms Kathryn Lindsay
Conference of the Methodist Church (Carrickfergus, June 2013)	Rev Ása Björk Ólafsdóttir Mr Trevor Morrow
Scottish Episcopal Church General Synod (Edinburgh, June 2013)	Rev George Davison
General Assembly of the Presbyterian Church (Londonderry, June 2013)	Rt Rev Ken Good Mr Samuel Harper
Conference of European Churches Assembly (Budapest, July 2013)	Dr Kenneth Milne
Church of England General Synod (York, July 2013)	Rt Rev Trevor Williams
Religious Society of Friends (Cork, July 2013)	Rt Rev Patrick Rooke
PACT, Board of	Rev Canon Aisling Shine Rev Paul Houston

Board for Social Responsibility (NI) Ltd,    Rev Kevin Graham

Eco-Congregations Ireland, Church of    Rev Andrew Orr  
Ireland Representative to

**5. AUDIT OF ACCOUNTS**

In June 2012 the Standing Committee appointed PricewaterhouseCoopers as Auditors of the accounts of the Representative Church Body.

**6. BISHOPS' APPEAL ADVISORY COMMITTEE**

The report of the Bishops' Appeal Advisory Committee is included in Appendix C on page 222. The report includes the arrival of the first Harman scholar in Ireland, Mr Amos Nsengiyumva who has studied agriculture at Gurteen College, Co Tipperary and theological lectures in the Church of Ireland Theological Institute and St Patrick's College, Maynooth under the auspices of the Belfast Bible College.

**7. BOARD FOR SOCIAL THEOLOGY IN ACTION**

The report of the Board for Social Theology in Action is included in Appendix D on page 229. The report includes proposed terms of reference for the 'Church of Ireland Church and Society Commission', a new name for the Board.

**8. CENSUS**

In 2012, the General Synod passed a Statute (Chapter I of 2012) to facilitate the collection of reliable statistical information to assist decision making in the Church. The Standing Committee has discussed this matter and a Church-wide 'Census' will be conducted during 2013 which will seek information such as the estimated number of Church of Ireland members in a given parochial area, the number of baptisms, confirmations and funerals in the previous calendar year etc. A summary of the figures so ascertained will be reported to General Synod in 2014. A sample census form is included in Appendix E on page 243.

**9. CENTRAL COMMUNICATIONS BOARD**

A report from the Central Communications Board incorporating the reports of the Broadcasting Committee and the Literature Committee can be found in Appendix F on page 247. The report highlights the objectives of reviewing the Church of Ireland website and wider social media channels of communication and articulating the bishops' growth, unity and service vision across the Church.

**10. CHARITIES LEGISLATION**

Both jurisdictions on the island initiated consultations during the last year. The Department of Justice and Equality in the Republic of Ireland requested submissions on the proposed Charities Regulatory Authority, the Register of Charities and the required

level of financial and activity reporting required by charities. The Standing Committee considered a draft response and authorised the Archbishops and Honorary Secretaries to (in consultation with the Chief Officer of the Representative Church Body) to authorise and submit a final response from the Church to the consultation. The final response appears on the Church of Ireland website at <http://ireland.anglican.org/information/177>.

The consultation in Northern Ireland was conducted by the Charity Commission for Northern Ireland and related to public benefit statutory guidance and registering as a charity in Northern Ireland. The Standing Committee appointed the Rev George Davison, Mrs June Butler, Mr David Cromie and Mrs Cynthia Cherry as members of a Charity Commission NI Consultation Working Group to prepare a response and authorised the Archbishops and Honorary Secretaries (in consultation with the Chief Officer of the Representative Church Body) to authorise and submit the final response from the Church to the consultation. When ready, this response will appear on the Church of Ireland website at <http://ireland.anglican.org/information/177>.

#### **11. CHILDRENS' MINISTRY NETWORK**

A report from the Children's Ministry Network can be found in Appendix G on page 257. The report includes reference to the network's new website at: [www.cmn.ireland.anglican.org](http://www.cmn.ireland.anglican.org).

#### **12. CLERGY TIED HOUSING**

In 2012, the Standing Committee acknowledged with appreciation the work of the Clergy Tied Housing Working Group and disbanded the group. The group's report was forwarded to the Commission on Ministry and the Property Committee of the Representative Church Body for consideration.

#### **13. CLERGY CODE OF DUTY AND CONDUCT COMMITTEE**

The Clergy Code of Duty and Conduct Committee did not meet since the last General Synod and accordingly, no report is presented.

#### **14. COMPLAINTS AND DISCIPLINARY PROCEDURE**

The Honorary Secretaries undertook a review of the Complaints and Disciplinary Procedure in 2012-2013, seeking comment from amongst others, current members of the Complaints and Disciplinary Committees. Three major issues arose:

1. The length of time processing a complaint;
2. Delays;
3. Technical issues about the provision of surety.

The Honorary Secretaries also consulted with members of the Complaints and Disciplinary Committee to ascertain their view on how these issues could be addressed. The Complaints and Disciplinary Committee's income and expenditure report (presented to Standing Committee in January 2013 is attached as Appendix H on page 260.

**15. EU SINGLE FARM PAYMENT WORKING GROUP**

The EU Single Farm Payment Working Group presented its report to the Standing Committee in June 2012. Its report can be found in Appendix I on page 261.

**16. GENERAL SYNOD 2014**

The Honorary Secretaries, having examined a number of options, recommended that the 2014 General Synod take place in Christ Church Cathedral, Dublin. The Standing Committee accepted this recommendation and accordingly, the 2014 General Synod will take place in Christ Church Cathedral, Dublin from Thursday 8 May 2014 to Saturday 10 May 2014.

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

In November 2012, the Budget Sub-Committee presented its report to the Standing Committee. Amendments were made in relation to the honoraria and the report (as amended) was adopted. The Budget Sub-Committee expressed its appreciation to the Committees of the Church for their assistance in helping to keep costs down.

**18. GENERAL SYNOD ROYALTIES FUND**

During the year the following allocations were made from the Royalties Fund:

- €1600 to the Liturgical Advisory Committee for the work of the Hymnal Sub-Committee for the Psalter and PRISM projects;
- €1,000 Honorarium for Douglas Appleyard (for work on the Parish Handbook text);
- €1,000 Honorarium for the Rev Kenyon Homfray (for work on the Parish Handbook text);
- €1,000 subvention to Alan Acheson for his forthcoming publication on Bishop Jebb and the 19<sup>th</sup> Century Anglican Renaissance;
- €1,000 grant to the Rev Canon David Crooks as subvention to Ulster Historical Foundation's Clergy of Ossory;
- €1,000 grant to the Rev Ian Knox as a subvention to the Ulster Historical Foundation's Clergy of Cashel and Emly and Clergy of Leighlin;
- £6,000 for a second print run of 'Family Time' by Mr Andrew Brannigan;
- €4,000 to the APCK for the commissioning, drafting, designing and printing of two new leaflets on the episcopacy and liturgy;
- €37,500 to the Allocations Committee to contribute to the cost of General Synod/Standing Committee activities relevant to the fund;
- €16,000 towards the purchase of stock of certain materials for use in parishes (parish registers, certificates) from the Sunday School Society following the closure of their shop in Holy Trinity Church, Rathmines.

**19. HARD GOSPEL IMPLEMENTATION GROUP**

The report of the Hard Gospel Implementation Group can be found in Appendix J on page 265. The report includes two motions to the General Synod requiring that in 2014, each Committee review its membership with a view to expanding the diversity of participants and that diocesan synods discuss the issue of gender participation with a view to increasing the participation of women in decision making bodies of the Church.

**20. HISTORICAL CENTENARIES WORKING GROUP**

The report of the Historical Centenaries Working Group is included as Appendix K on page 270. The report includes reference to the Sober Reflections Conference on the Ulster Covenant held in March 2012 and a planned Conference on the Dublin Lockout to take place in 2013.

**21. HISTORIOGRAPHER'S REPORT**

A report from the Church of Ireland Historiographer, Dr Kenneth Milne, is included as Appendix L on page 271.

**22. HUMAN SEXUALITY IN THE CONTEXT OF CHRISTIAN BELIEF**

In 2012, the General Synod adopted a resolution which mandated Standing Committee, 'to progress work on the issue of Human Sexuality in the Context of Christian Belief and to also bring a proposal to General Synod in 2013 for the formation of a Select Committee with terms of reference including reporting procedures.' In January 2013, the Standing Committee approved a paper which recommended that each diocese conduct its own internal dialogue and listening process on the issue and that there be four inter-diocesan tripartite conferences to be held in autumn 2013. The tripartite groupings are: Connor, Kilmore and Cashel; Down, Meath and Cork; Derry, Armagh and Dublin; Clogher, Tuam and Limerick.

The Standing Committee also approved a grant of funds to assist in the organisation of these tripartite conferences.

The Standing Committee also considered proposals for the formation of a Select Committee and a motion will be put to the General Synod to create such a committee.

**23. IRISH CHARITIES TAX REFORM GROUP – GUIDELINES FOR FUNDRAISING**

In 2009, the Oireachtas enacted a new statute for the regulation of Charities in the Republic of Ireland (Charities Act 2009). The Act has not been fully commenced yet but in anticipation of its full implementation, the Irish Charities Tax Reform Group has developed a Statement of Guiding Principles for Fundraising which have been endorsed

by the Irish Government. The principles are available at the Irish Charities Tax Reform website ([www.ictr.ie](http://www.ictr.ie)). In January 2013, the Standing Committee encouraged the Representative Church Body's consideration of the principles outlined.

#### **24. IRISH INTER-CHURCH PEACE PROGRAMME**

In 2009, the four major Churches and the Irish Council of Churches (representing the smaller Christian churches) discussed how they could contribute to the wider peace process. Out of this came an application to the Special EU Programmes Body (SEUPB) for funding for an Inter-Church Peace Programme under PEACE III. The application was made by the Presbyterian Church in Ireland as lead partner and the Church of Ireland, the Roman Catholic Church, the Methodist Church and the Irish Council of Churches as other parties. The application was successful and the SEUPB offered to provide grant aid of up to £1,317,052 under PEACE III for a three year long programme. The application required that the participating Churches (and the Irish Council of Churches) enter into a partnership agreement. The Standing Committee asked a group to examine the proposal and, based on that group's recommendation, authorised the Church of Ireland's participation in the programme. All of the other Churches and the Irish Council of Churches similarly signed up. In November 2012, the Standing Committee appointed the Bishop of Clogher and the Rev John McClure as Church of Ireland representatives on the steering committee for the programme.

#### **25. MINIMUM APPROVED STIPENDS**

Under Section 51(1) of Chapter IV of the Constitution of the Church of Ireland as revised by Chapter IV of 2011, the Standing Committee is required to consider recommendations from the Representative Church Body as to the rates of Minimum Approved Stipends to take effect from 1 January 2013.

At its meeting of 18 September 2012, the Standing Committee heard a submission by Mr Robert Neill, Chairman of the Executive of the Representative Church Body detailing the background to the RCB's recommendations.

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

*That, in accordance with Section 51 (1) of Chapter IV of the Constitution of the Church of Ireland, Minimum Approved Stipends shall be as follows with effect from 1 January 2013:*

*(a) no stipend shall be less than £26,008 per annum in Northern Ireland or €36,219 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.*

*(b) the stipend for a Curate-Assistant shall be in accordance with the following scale:*

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

## **26. MORAVIAN CHURCH OF GREAT BRITAIN AND IRELAND**

In April 2012, the Standing Committee were made aware of a communication to the Commission for Christian Unity and Dialogue from the Rev Robert Hopcroft, Chairman of the Provincial Board of the Moravian Church of Great Britain and Ireland inviting the Church of Ireland to talks about the two Churches moving towards Full Communion, with inter-changeability of ministry as an interim goal. The letter went on to suggest that progress could be made by using ‘Finding Our Delight in the Lord’ which led to the inauguration of full communion between the Episcopal Church of the United States and the Moravian Church in the United States. ‘Finding Our Delight in the Lord’ is viewable online on the Episcopal Church of the United States’ online archive at [http://archive.episcopalchurch.org/documents/Finding\\_Our\\_Delight\\_Official\\_Text\\_2\\_.pdf](http://archive.episcopalchurch.org/documents/Finding_Our_Delight_Official_Text_2_.pdf)

In response the Standing Committee authorised the Anglican Affairs Working Group of the Commission for Christian Unity and Dialogue to consider the relationship between the Moravian Church and the Church of Ireland and to, in consultation with the Archbishops and Bishops, bring suggestions to the Standing Committee through the Commission for Christian Unity and Dialogue.

## **27. PARISH DEVELOPMENT WORKING GROUP**

The report of the Parish Development Working Group can be found in Appendix M on page 273. The report outlines a new approach to parish development which the working group will be seeking to develop in the years ahead.

## **28. PASTORAL RECONCILIATION AND MEDIATION**

In 2012, the General Synod adopted a resolution which asked that ‘Standing Committee shall establish a sub-committee to prepare guidelines on pastoral reconciliation, mediation and arbitration for the use of the Church of Ireland in accordance with the recommendations of the Report presented to the General Synod by the Standing Committee in May 2012 and to make recommendations on the future of the Severance Fund.’

In September 2012, acting on that resolution, the Standing Committee appointed the following to ‘the Pastoral Reconciliation and Mediation Sub-committee’, the (then)

Bishop of Meath and Kildare, the Bishop of Derry and Raphoe, Mr Samuel Harper, Ms Ruth Handy, the Rev Pat Storey and the Rev Gillian Wharton.

## 29. 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 2013.

At its meeting of 18 September 2012, the Standing Committee heard a presentation by Mr Robert Neill, Chairman of the Executive Committee of the Representative Church Body detailing the financial background to the RCB's and the Church of Ireland Clergy Pensions Trustee Limited's recommendations.

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

*That as recommended by the Representative Church Body and the Trustee, in accordance with Section 2 of Chapter XIV of the Constitution of the Church of Ireland, Pensionable Stipend shall be as follows with effect from 1 January 2013:*

- (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:*

<i>First Year</i>	<i>75.0% of Pensionable Stipend for incumbent</i>
<i>Second Year</i>	<i>77.5% "</i>
<i>Third Year</i>	<i>80.0% "</i>
<i>Fourth Year</i>	<i>82.5% "</i>
<i>Fifth and succeeding Years</i>	<i>85.0% "</i>

## 30. PRIORITIES FUND

(a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2013:

<b>Ministry</b>	€
Commission for Christian Unity and Dialogue – To fund Church of Ireland involvement in the Community of Protestant Churches in Europe	500

## Standing Committee - 2013

Dioceses of Kilmore, Elphin and Ardagh – Resourcing clergy and lay leadership teams, to work together to enable effective, creative ministry, across a wide range of ages in a rural context	10,290
The Church of Ireland Council for Mission – To assist with the costs of an all-Ireland Mission Network Conference, to begin a new way of working – (Stg£1,000)	1,225
The Church of Ireland Theological Institute – Funding to facilitate a programme for Continuing Ministerial Education and lay training – (€65,000 per year for 5 years) – Third year	65,000
The Church’s Ministry of Healing (NI) – To assist with the establishment of Christian healing ministries, in isolated rural and urban communities – (Stg£5,000 per year for 2 years) – First year	6,127
The House of Bishops – To support continuing ministerial education in the dioceses	40,000
The Mission to Seafarers (NI) – Funding for the costs involved in erecting signage at ship berthing jetties, so that seafarers know of our presence in the port of Belfast – (Stg£1,848)	2,264
<b>Sub-total</b>	<b>€125,406</b>
<b>Retirement</b>	
C of I Clergy Pensions Fund – Additional income for most needy – (Stg£1,125)	1,379
<b>Sub-total</b>	<b>€1,379</b>

### Education

**The following applications all concern youth work and the grants allocation take into consideration recommendations made by the Executive Committee of the Church of Ireland Youth Department**

Carrigaline Union of Parishes (Cork) – To provide seed capital, to enable the parish to develop a creative children’s outreach ministry	1,000
C of I Youth Department – Financial assistance for a three year volunteer support programme – (Stg£5,000 per year for 3 years) – First year	6,127
Clogher Diocesan Council – Funding for a three year project called ‘The Wells Project Youth Ministry’ – (Stg£12,000 – First year : Stg£9,000 Second year : Stg£9,000 – Third year) – Third year	11,028
Diocese of Derry and Raphoe – Funding to deliver a major Streetreach Programme in Londonderry, in partnership with Summer Madness – (Stg£5,000)	6,127
Magheraculmoney Parish (Clogher) – Funding to develop a variety of new programmes, to reach the youth in Kesh and wider area – (Stg£10,000 – First year : Stg£5,000 – Second year : Stg£3,000 – Third year) – Second year	6,127
Parish of St Paul and St Barnabas, Belfast (Connor) – Funding for the provision of detached youth work and diversionary activities for young people in north Belfast – (Stg£10,000 per year for 3 years) – Third year	12,253
St Paul’s Summer Holiday Club, Collooney (Achonry) – Funding towards the setting-up and running of a summer holiday club for one week	1,000
The Logic Café, Moira (Dromore) – To assist financially with The Logic Café Youth Programme – (Stg£5,600)	6,862

## Standing Committee - 2013

Xpression (Armagh) – To assist with the ongoing development of the Xpression cross community outreach initiative – (Stg£500)	613
<b>Sub-total</b>	<b>€51,137</b>
<b>Community</b>	
All Saints’ Caring Association, Clooney (Derry) – Financial assistance towards a Community Empowerment Project – (Stg£15,000)	18,380
Church of Ireland Board for Social Responsibility (NI) – Seed funding for an innovative project, to provide support for adoptive parents and their children – (Stg£5,000)	6,127
Lighthouse Churches’ Initiative on Suicide (NI) – Financial assistance to support a new churches’ initiative on suicide – (Stg£5,000)	6,127
Parish of Camus-Juxta-Bann (Derry) – Provision of seed capital for the development of the Macosquin ‘Incredible Edible Project’, in partnership with Macosquin Village Community Association, Macosquin Primary School and local businesses – (Stg£1,500)	1,838
St John’s House, Dublin – To assist financially with the upgrading of the fire security system	10,000
St John’s Parish, Stoneyford (Connor) – Funding for the purpose of overcoming sectarianism and parading issues in Stoneyford, by working in partnership with community stakeholders and certain groups in particular – (Stg£10,000 – First year : Stg£5,000 – Second year : Stg£5,000 – Third year) – Second year	6,127
The Kilbroney Centre, Rostrevor (Dromore) – Funding for the development and extension of the centre, in order that it may offer high quality accommodation and reconciliation programmes – (Stg£25,000 per year for 3 years) – Third year	30,634
The Mageough Home, Dublin – Funding to assist with the ongoing project, of bringing the 131 year old houses up to a modern level of comfort	5,000
The Mothers’ Union Ireland – To assist with the costs of a teleconferencing facility, for all Ireland indoor members of the Mothers’ Union, for three years – (Stg£1,000)	1,225
Willowfield Parish Community Association (Down) – Funding for a project providing advocacy and encouraging community development, in an area of sectarian tension – (Stg£15,000 – First year : Stg£10,000 – Second year) – Second year	12,253
<b>Sub-total</b>	<b>€97,711</b>
<b>Areas of Need</b>	
Clogher – St Margaret’s Parish Church, Clabby – To assist financially with the creation of a multi-purpose, user friendly area at the back of the church, for use by small groups , crèche and outreach events – (Stg£5,000)	6,127
Connor – Kilmakee Parish – Funding for the redevelopment of St Hilda’s Church, to provide a building that is user friendly and geared towards our developing outreach ministries – (Stg£5,000)	6,127
Ferns – Enniscorthy Church Institute – To assist with the cost of the refurbishment of the Church Institute building, for use as a parish hall and wider community activities	25,000
Glendalough – St Saviour’s Church, Arklow – To assist financially with the costs involved in upgrading the Sunday School room	10,000

## Standing Committee - 2013

Kilmore – Arva Parish Group – Funding for a two year project, to build relationships within the four parishes in the group and the wider community	7,305
<b>Sub-total</b>	<b>€54,559</b>
<b>Outreach Initiatives</b>	
CORE at St Catherine’s (Dublin) – Funding for several new outreach initiatives, to reach out and foster good relations with the community	4,335
CREED Ireland – Financial support to sustain the development and implementation of CREED Pro-vision, helping churches work through the issues of finance, vision and generous giving – (Stg£10,000)	12,253
Fivemiletown Parish (Clogher) – Financial assistance for the MOPS (Mothers of Pre-schoolers) Project, to provide community support, education and spiritual hope – (Stg£3,000)	3,676
Foyle Food Bank, Londonderry – To assist financially with the provision of food parcels to families and individuals for a limited period, by the local churches in Londonderry – (Stg£1,000)	1,225
Holy Trinity Church, Dromore (Clogher) – Funding to establish and open a CAP (Christians Against Poverty) Centre – (Stg£9,000 – First year : Stg£7,500 – Second year : Stg£5,000 – Third year) – First year	11,028
Muckamore Parish Development Association (Connor) – Financial assistance for the continuation and expansion of the evangelical work undertaken by MPDA in conjunction with the Church Army officer – (Stg£15,000)	18,380
St Andrew’s Church, Ballysally (Connor) – Financial assistance to develop ministry to the poor, needy and vulnerable of the parish, through the ‘Show the Love – Care in the Community’ project – (Stg£10,000 – First year : Stg£8,000 – Second year : Stg£5,000 – Third year) – Second year	9,803
St Andrew’s Church, Glencairn (Connor) – Funding to enable the church to engage with the disadvantaged community on its doorstep, with particular reference to unemployed men and families at risk – (Stg£2,520)	3,088
St Augustine’s Church, Londonderry (Derry) – Funding for participation in the City of Culture 2013, through an Arts and Community Tapestry venture called ‘The Big Weave’ – (Stg£2,000)	2,451
St Columba’s Community Association (Connor) – Funding to re-establish a church presence in Whiterock Parish, to connect with the unchurched and create a self-sustaining congregation in a new community building – (Stg£50,000 – First year : Stg£8,000 – Second year : Stg£6,000 – Third year) – Third year	7,352
St James’ Church, Crinken ( Dublin) – To obtain funding for an outreach initiative and fresh expression of church, in the Bray/Shankill area	10,000
The Dock, Belfast – Seed funding for the significant expansion of the outreach and effectiveness of The Dock ministry in the Titanic Quarter – (Stg£20,000)	24,507
<b>Sub-total</b>	<b>€108,098</b>

**Innovative Ministry in a Rural Context**

Armagh Diocesan Council – To provide for a diocesan outreach to rural areas, reconnecting with young people who are involved in loyalist band and other rural organisations – (Stg£25,000 – First year : Stg£20,000 – Second year : Stg£20,000 – Third year) – Third year	24,507
Mullingar Union of Parishes (Meath) – Funding to support this parish’s project on innovative ministry	25,000
Parish of Errigal and Desertoghill (Derry) – To assist financially with a project ‘Transforming our Community – Radiating Christ’ – (Stg£6,000 – First year : Stg£4,000 – Second year) – First year	7,352
Stranorlar, Meenglass and Kiltcevogue Youth Football (Raphoe) – Provision of basic funding to allow group fundraising, to focus on developing new projects	3,000
<b>Sub-total</b>	<b>€59,859</b>
<b>Total Allocated</b>	<b>€98,149</b>

Sterling grants have been converted to Euro using the 2012 end of year rate of 0.8161.

Accounts for the year ended 31 December 2012 are included as Appendix N on Page 275  
 Contributions to the Fund do not close until the end of February. The amount actually received by 28 February 2013 was € 536,270.

Following a recommendation from the Priorities Fund Committee, the Standing Committee in March 2013, agreed that diocesan targets for contributions to the 2014 Fund should not be increased.

**31. STANDING ORDERS COMMITTEE**

The Standing Orders Committee met in July 2012 to consider a number of aspects that arose from the General Synod in 2012. A letter was received from a General Synod member requesting that consideration be given to secret balloting at General Synod. The Standing Orders Committee felt that this was undesirable given the representative nature of the assembly. It was felt that as members of the General Synod are elected by their respective Diocesan Synods, their electorate is entitled to be able to know which way their members voted on given issues.

The Committee also considered the voting procedure used for the Human Sexuality resolution at the General Synod in 2012 and they agreed that it worked efficiently.

The Committee also recommended that members of General Synod be allowed to nominate individuals to Standing Committee by email as well as by post and urged that a motion be passed to amend the Constitution of the Standing Committee to allow for this. Resolutions to give effect to this will be proposed at the General Synod.

**32. WORKING GROUP ON DISABILITY**

The report of the Working Group on Disability can be read in Appendix O on page 277.

**33. OBITUARY**

## APPENDIX A

### RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD

#### Background

During the year the Standing Orders Committee of the General Synod met and agreed that provision should be made to allow members of the General Synod to nominate members of the Standing Committee by email.

The following draft motions will change the Constitution of the Standing Committee to allow members of General Synod to nominate persons to the Standing Committee by email as well as by post (as currently).

Presently, under the Constitution of the Standing Committee, members of the Committee are required to submit a resignation 'in writing'. The addition of the words '*and the words "in writing" shall include communication by email*' to Section 1 of the Constitution of the Standing Committee will clarify that a member of the Standing Committee will be entitled to submit a resignation by email should they wish to do so.

The provisions will not change the procedure for **electing** members of the Standing Committee. This will continue to be done by means of a secret postal ballot.

The next elections to the Standing Committee are due to take place in 2015.

#### 1. AMENDMENT TO THE CONSTITUTION OF THE STANDING COMMITTEE

That the Constitution of the Standing Committee of the General Synod be amended by inserting the following after Section 5 (3) 2 (3):

'(4) Where a member-elect nominates by email it shall only be valid where:

(a) the nomination and the confirmation of consent to the nomination provided for in (b) below are sent to an email address designated by the Honorary Secretaries (email nominations and confirmations sent to an Honorary Secretary's personal email address are not valid); and,

(b) the member-elect being nominated confirms by email (separately or forwarded with the nominator's email) that they consent to the nomination; and,

(c) where 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 three weeks before the first day of the forthcoming session of the General Synod.’

**2. AMENDMENT TO THE CONSTITUTION OF THE STANDING COMMITTEE**

That the Constitution of the Standing Committee of the General Synod be amended by inserting the following after the word ‘bishop’ in Section 1:

‘and the words “in writing” shall include communication by email.’

## APPENDIX B

### **Submission by the Most Rev Dr Michael Jackson, Archbishop of Dublin and Mr Samuel Harper, Lay Honorary Secretary of the General Synod of the Church of Ireland**

#### **Executive Summary**

1. While welcoming the invitation to give evidence to the Committee, the Archbishop and Mr Harper express considerable disquiet at the timescale involved on a matter of such exceptional human complexity and sensitivity and the difficulty of involving the synodical structures of the Church. The Church of Ireland is a Synodical Church which develops policy guided by the prayerful consideration and discussion of bishops, clergy and laity. The time given to develop a written response to the Committee (de facto less than three working days) made this impossible. Accordingly, this document can only be considered a preliminary response.
2. The Church of Ireland emphasises the right to life and this includes the right of the unborn.
3. The Church of Ireland opposes abortion in principle but acknowledges that there are exceptional cases of ‘strict and undeniable medical necessity’ where it is and should be an option. There is a variety of opinion within the Church of Ireland on what constitutes ‘exceptional cases’ but agreement that it includes circumstances where the continuation of the pregnancy poses a real and substantial risk to the life of the mother.
4. In the context of the Church of Ireland’s previous comments on abortion about the need for legal clarity, it is agreed that the position in the State at present is very unclear and unsatisfactory, and unfair to pregnant women and medical professionals who deserve to be able to make critical, clinical decisions in a secure and well regulated medical framework. Accordingly, the decision by the Government to seek to provide clarity on the issue is welcome.
5. It is agreed that where there is a strict and undeniable medical necessity requiring the ending of a pregnancy at a later stage, where possible, this should be done in a manner that preserves the life of the unborn, without compromising the life of the woman. This diagnosis should be made expeditiously and should be formally notified to the woman. This will require legislation as medical council guidelines on their own will not necessarily have this effect.
6. Special provision should be made for emergency situations where the continuation of the pregnancy occasions a risk to the mother’s life that is real, substantial and imminent.
7. It is desirable that Review Panel group suggested by the Expert Group should include a lawyer.
8. The clauses of the 1861 Act should be amended or repealed.

9. The Church has previously urged the Government to adopt a legislative and regulatory approach which will allow for easier alteration in the light of changes in medical science. Accordingly, the Government decision to do so is welcome.

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Submission by the Most Rev Dr Michael Jackson, Archbishop of Dublin and Mr Samuel Harper, Lay Honorary Secretary of the General Synod to the Joint Committee on Health and Children on the Implementation of the Government Decision following the publication of the Expert Group Report into matters relating to AB & C v Ireland.

## **Introduction**

We are grateful for the invitation extended to make a submission to the Joint Committee on Health and Children on the issue of abortion and wish to express our gratitude to the Chairman and members for the opportunity afforded. However, we must express considerable disquiet at the timescale given for a response on a matter of this exceptional human complexity and sensitivity.

The Church of Ireland is a Synodical Church and has extensive structures and procedures to allow the policies of the Church to be guided by the prayerful consideration and discussion of bishops, clergy and laity. It was not remotely possible in the short timeframe allowed (de facto less than three working days) to undertake such a procedure and this is totally inappropriate in light of the complexity of the moral, ethical and legal issues involved. Accordingly this paper can only be considered a preliminary response. Some of what appears here expresses the personal opinions of the representatives of the Church (though guided by previous Church discussions) and where this is so, this has been highlighted. Obviously, we intend to convey the report and some of the issues raised to the appropriate bodies within the Church for their own consideration.

The position of the Church of Ireland on abortion is summarised on an addendum to this paper including excerpts from previous submissions to Oireachtas Committees. We recognise, however, that the decision in the AB & C v Ireland case and the decision of the Government to progress the matter through a combination of legislation and regulation had ‘moved the issue on’ somewhat and thus we will confine most of our submission to the issues raised by the Expert Group report. It will suffice to say that the Church of Ireland opposes abortion in principle but recognises that there are exceptional cases of ‘strict and undeniable medical necessity’ where it is and should be an option. There would be a wide variety of sincerely held and conscientious views within the Church as to what constitute such ‘exceptional cases’ but there would be agreement that these include cases where the continuation of the pregnancy poses a risk to the life of the mother.

## **The Current Legal Situation**

In the X-case of 1992, the Supreme Court held that an abortion was constitutionally permissible under Article 40.3.3 in circumstances where the continuation of the pregnancy constituted a ‘real and substantial risk’ to the life (as distinct from health) of the mother and the risk can only be averted by the termination of a pregnancy. The circumstances of the case made clear that this included a credible risk of suicide.

The Church of Ireland welcomed the judgment at the time as the wording ‘real and substantial risk to the life of the mother’ was very similar to the ‘strict and undeniable medical necessity’ criterion which the Church has generally held to be appropriate. However, the legal situation has not been clarified and statutory provisions; particularly sections 58 and 59 of the Offences Against the Person Act 1861, remain in effect, and provide for severe criminal sanctions for both women and those who assist unlawful abortions.

In the context of the Church of Ireland’s previous comments on the issue of abortion, we would agree that the position at present is very unclear and that this is unsatisfactory and unfair to pregnant women and medical professionals who deserve to be able to make critical, clinical decisions in a secure and well regulated legal and medical framework. We therefore strongly welcome the decision by the Government to seek to provide clarity on this issue.

## **Expert Group Report & Implementation**

Introducing the principles behind its paper, the expert group said that ‘there is an existing constitutional right as identified and explained in the X case judgment of the Supreme Court. The State is entitled and, indeed, obliged to regulate and monitor the exercise of that right so as to ensure that the general constitutional prohibition on abortion is maintained. However, the measures that are introduced to give effect to this constitutional right should not act as obstacles to any woman who is legitimately entitled to seek a termination on lawful grounds.’

We would agree with this general approach.

The expert group went on to highlight the sensitive issue of what should happen in the event that a foetus is viable (or potentially viable) but the continuation of the pregnancy poses a ‘real and substantial risk’ to the life of the mother. We feel that this highlights the need for an effective decision making procedure.

With regard to Chapter 6 of the Expert Group report, the report outlines the tests to be applied in the light of the Supreme Court decision in the X-case and that this should include the question of whether it is practicable to preserve the life of the unborn in the process of terminating the pregnancy without compromising the right to life of the woman. The Church of Ireland submission in 1998 to the Interdepartmental working group on abortion makes clear the Church’s position on the right to life of the unborn. We would therefore, agree with the approach outlined and with the requirement that the diagnosis needs to be made expeditiously and should be formally notified to the woman. Such a device needs the protection of legislation as medical council guidelines on their own will not necessarily have this effect.

The Expert Group also raised the issue of whether there should be special provision for the rare occasions where the risk to a woman's life is real, substantial and imminent (IE Emergency provisions). Our view is that there should be special provision for such circumstances in the light of the provisions of the 1861 Act which makes the termination of pregnancy subject to severe criminal sanction. We do not feel that it is appropriate for a medical professional faced with an emergency situation where a woman's life is in danger to be constrained from giving necessary treatment in good faith by the risk of criminal conviction. We would emphasise, however, that the synodical bodies of the Church have not taken an official position on this issue.

As to the Review panel, we would agree with the general approach outlined by the Expert Group and of the two options given, we believe that Option 1 (including a lawyer on the panel) would be the preferred approach, although we would again add the caveat that there has not been an official decision on this within the Church of Ireland.

Turning to Chapter 7 and the options for implementation, as a group we welcome the Government's decision to seek to implement by means of Legislation and Regulations which is in keeping with the statement made by the Church in 1998. This approach allows for easier alteration as developments in medical science alter the context of decision making. Similarly we feel there is a strong argument for the abolition and replacement of the clauses of the 1861 Act with a more up to date legal framework but we cannot offer an official Church of Ireland position on this point.

## **Summary**

Without entering into the issue of whether abortion should be available in circumstances beyond those outlined in the X-case (on which there are a variety of opinions within the Church of Ireland), we agree that legal clarity is required to enable women and medical professionals to make informed decisions where the continuation of a pregnancy poses a 'real and substantial risk to the life of the mother' and as such the Expert Group report and the Government's decision to provide a legislative and regulatory framework are overdue and welcome.

## ADDENDUM

### **Church of Ireland’s Position on Abortion**

In 1958, the Lambeth Conference (a decennial conference of Anglican Bishops Worldwide) adopted a resolution stating:

‘In the strongest terms, Christians reject the practice of induced abortion or infanticide, which involves the killing of a life already conceived (as well as a violation of the personality of the mother) save at the dictate of strict and undeniable medical necessity’.

While Lambeth Conference resolutions are only binding on individual Churches when formally incorporated into the internal legal systems of those Churches, the Church of Ireland has generally used this resolution as its starting point in previous submissions to Oireachtas Committees on the issue of abortion beginning in 1982. The phrase ‘strict and undeniable medical necessity’ clearly carries with it the implication that there are circumstances where abortion is a medical necessity.

In 1982, the Standing Committee of the General Synod sent an official comment on behalf of the Church of Ireland to the then Taoiseach, Mr Haughey which said that ‘we cannot emphasise too strongly the right to life and this includes the right of the yet unborn.’ After quoting the Lambeth Council resolution referred to above and highlighting the words ‘strict and undeniable medical necessity’ the statement went on to add, ‘we greatly doubt the wisdom of using constitutional prohibitions as a means of dealing with complex moral and social problems.’

In 1998, the Church’s Role of the Church Committee made a submission to the Interdepartmental working group on abortion which said inter alia:

‘The deliberate termination of an intra Uterine life cannot be right but many in our Church believe that exceptional cases may arise which mean that abortion ought to be an option and may even be a necessity in a few very rare cases. No abortion is ever desirable – at most it can only be described as the lesser of two evils, and always undertaken with a profound sense of sadness and regret. The legal framework should allow for such exceptional cases so that the tragedy is not compounded by public debate.’

It is fair to say that there are different opinions amongst Church of Ireland members at all levels, as to what constitute ‘exceptional cases.’ For example, in 2000, a Church of Ireland Medical Ethics Working Group proposed that these should include (amongst others) ‘lethal or severe congenital abnormality in the foetus’. After some debate at the General Synod, this paper was withdrawn on a vote of 166 votes to 164.

The Church of Ireland’s position can be summed up as recognising that there are (regrettably) exceptional circumstances of strict and undeniable medical necessity where an abortion should be an option (or more rarely a necessity) whilst also a concern to avoid a situation

whereby legislating for such exceptions provides a ‘back door’ to widespread abortion, to which the Church is strongly opposed.

## APPENDIX C

### WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE REPORT 2013

#### MEMBERSHIP

The Rt Rev Michael Burrows (Chair)

Rev Olive Donohoe

Ms Ruth Handy (Honorary Secretary)

Rev Elizabeth Hanna

Mr William Kingston (Honorary Treasurer)

Rev Canon Jonathan Pierce

Rev Canon Ian Poulton

Rev Canon Noel Regan

The Rt Rev Patrick Rooke

Mr Albert Smallwoods

- Bishops' Appeal income fell sharply in 2012. In 2012 income was €325,952 and £123,199 against €423,991 and £252,313 in 2011.
- ‘Educate for Life’ was the theme for 2012, through projects supported at a national level and at the level of projects supported by individual dioceses.
- Amos Nsengiyumva, our first Harman scholar, arrived in Ireland in the autumn and spent time studying agriculture at Gurteen College before pursuing theological studies in Dublin, Belfast and Kilkenny.
- ‘Nurturing Hope’ is the theme for 2013 with a focus on empowering women to achieve development in communities.

#### SAINT JOHN’S GOSPEL AND DEVELOPMENT ISSUES

Saint John, whose writing provides favourite Scripture verses for many people, opens his account of the Gospel with a radical statement of God’s solidarity with humanity, “And the Word became flesh and lived among us,” declares John 1:14. Anyone who takes seriously the Gospel must take seriously the people among whom God comes to live; a faith which does not move people to follow God’s example to stand alongside the poor is not a faith rooted in the Gospel. John’s Gospel offers some Scriptural insights that enable reflection on the work of Bishops’ Appeal in the past year.

#### A FALL IN INCOME

Challenging people in Ireland about the massive disparities in wealth in our world, particularly in recessionary times, can produce defensive reactions. Suggestions that the poor should be responsible for themselves or that the governments of poor countries should deal with situations are not uncommon. In John Chapter 9 Jesus is confronted with a man who was born blind, a condition that would have led to a life of poverty in those times. Jesus’ disciples ask him, ‘Rabbi, who sinned, this man or his parents, that he was born blind?’ Their question arises from the human inclination to assign responsibility. In our own times, being able to assign to someone

responsibility for a situation allows an attitude that those responsible should deal with the consequences. Jesus does not respond to their question, rather he deals with the facts of the situation in his answer to them, ‘Neither this man nor his parents sinned; he was born blind so that God’s works might be revealed in him’.

If the response of Jesus to the man trapped in poverty is to address the man’s situation, then Christians should adopt a similar approach toward situations of absolute poverty in our own times. Speculation regarding responsibility may deflect attention from our own lukewarm response, but offers nothing by way of a Christlike response toward those trapped. Jesus goes further; the healing of the man born blind, a healing that lifts him out of poverty, reveals the work of God.

If our response to the poor is an opportunity for the work of God to be revealed, then faithfulness to God would surely demand a year on year growth in that response. What does a falling level of response say about our faith and about our desire that his work might be revealed?

## **HARMAN SCHOLAR**

In John Chapter 2, the story of the wedding at Cana tells of Jesus intervening to save from embarrassment a family who had not the wealth to ensure an abundance of provision for their guests. Mary asks Jesus to intervene, to offer practical assistance, and he does so in a very tangible, material way. God’s glory is manifest in practical action.

The motto of the Diocese of Shyogwe in the Anglican Church of Rwanda is ‘a holy soul and a healthy body’, the diocese engages in what it describes as ‘holistic mission’. Bishops’ Appeal was pleased to welcome Mr Amos Nsengiyumva, lay leader of Rugabagoba parish in the diocese, as the first Harman scholar. In keeping with the philosophy of the diocese, Mr Nsengiyumva’s studies have included agriculture at Gurteen College in Co Tipperary, as well as attending theological lectures under the auspices of Belfast Bible College, the Church of Ireland Theological Institute, and Saint Patrick’s College, Maynooth. On his return to Rwanda, it is intended that Mr Nsengiyumva will be ordained as a pastor in Shyogwe Diocese and will also oversee Mbayaya Demonstration Farm, a facility owned by the diocese to which groups of farmers will come for training in livestock husbandry and crop growing. Seeking holy souls and healthy bodies reflects the ministry at Cana of Jesus when practical assistance became a reflection of the glory of God.

## **EDUCATE FOR LIFE**

Speaking as the Good Shepherd in John Chapter 10, Jesus declares, “I came that they may have life, and have it abundantly”. Our Educate for Life Project in 2012 was directed towards enabling people to achieve something of the abundance God intended for their lives. Three national projects were supported, Tearfund literacy work in Burma, SAMS leadership training in Peru, and a Mothers’ Union literacy programme in Burundi and South Sudan. There were also projects funded by diocesan and parish initiatives as elements of the Educate for Life theme. Whilst focus upon particular projects has the capacity to generate considerable funds for those specific programmes, it does appear to inhibit the capacity of Bishops’ Appeal to raise funds to

respond to wider, frequently unanticipated, needs; people may be uninclined to give twice, or, if the project is one that does not appeal to their perception of where need is most urgent, may not give at all. In a seeking after life in all its abundance for as many people as possible, there is a need for discernment each year as to how might be achieved an optimal level of response.

## **NURTURING HOPE**

“Woman, why are you weeping? For whom are you looking?” asks Jesus in John Chapter 21 Verse 15. In Saint John’s account of Easter morning it is a woman Mary Magdalene, who is the first to encounter the Risen Lord. The place of the women in the Gospel story seems forgotten in many countries where women lead lives of subjugation, if not outright oppression. It is not just a gender issue; it is one of human development. The social and economic development of communities depends upon the empowerment of women. In the least developed countries it is women who do the overwhelming majority of the agricultural work and women who reinvest whatever they might earn in their homes and in the education of their children. Support for projects that provide education and income-generation projects for women has the potential for having a profound multiplier effects, small grants given now may bring benefits for generations to come. ‘For whom are you looking?’ asks Jesus; Mary Magdalene was the first to see and believe. The 2013 Bishops’ Appeal theme ‘Nurturing hope’ will see support for women’s projects where people see and believe the values of dignity and hope taught by Jesus.

## **PERSONNEL**

In 2012, Ms Lydia Monds entered her second year as education adviser to Bishops’ Appeal. It is easy to forget that Ms Monds is employed for only two days a week when one sees the number of engagements she fulfils and the distances she covers. Bishops’ Appeal is grateful to have as adviser someone with both a profound understanding of the issues and a dynamic enthusiasm to share those insights with people of all ages.

At the end of the 2009-2012 triennium, Ms Alison Rooke and Canon Patrick Harvey stood down from membership of the committee and the committee would wish to express it thanks to them for their contribution to the work of Bishops’ Appeal.

Bishops’ Appeal work in the dioceses relies entirely upon volunteers. There would be no Appeal without the diocesan representatives and those who at parish level ensure the distribution of leaflets and envelopes and the return of monies collected. Church members are encouraged to give the representatives the support and co-operation they need to be at their most effective. Only when one sees at first hand the ways in which lives may be transformed by very modest sums of money, can one fully appreciate how important is each and every contribution the Appeal receives.

## **CONTRIBUTIONS TO BISHOPS' APPEAL**

Donors to charity would generally expect that donations would be speedily transmitted and that there would be clarity in accounting procedures. To ensure efficiency, clarity and compliance with legislation, parishes are requested to send collections for the Appeal directly to Church of Ireland House. A clear paper trail, from donor to the intended recipient, is important. Funds received from parishes are still credited to diocesan totals, as has always been the case.

## **TAX EFFICIENT GIVING**

Bishops' Appeal continues to welcome tax efficient giving; the amounts received have become important in times of reduced income. Taxpayers are reminded that tax-efficient schemes are available in both parts of Ireland whereby donations to Bishops' Appeal can be enhanced at no extra cost to the donor. In the Republic the scheme applies to all taxpayers making a donation of €250 or more in the tax year, whether they be employees or self-employed. Taxpayers in Northern Ireland can avail of the Gift Aid scheme. Details of both schemes are available from the RCB office in Church House, Dublin and Church of Ireland House, Belfast.

## **THANKS**

At a time when everyone works under increased pressure, expected to achieve more in less time, the Bishops' Appeal Committee would wish to express thanks to the staff of Church of Ireland House, particularly Ms Doreen Smyth, for their ever attentive, patient and polite assistance in the management of Bishops' Appeal.

**BISHOPS' APPEAL ACCOUNT 2012**

**INCOME AND EXPENDITURE ACCOUNT**

	Year ended 31 December	
	2012	2011
	€	€
<b>INCOME</b>		
Contributions	458,671	701,172
Deposit Interest	2,964	2,972
Sterling translation gain	2,759	2,525
Tax refunds	15,280	21,828
	<u>479,674</u>	<u>728,497</u>
<b>EXPENDITURE</b>		
Printing and stationery	7,653	7,548
Administration & Personnel costs	28,262	19,380
	<u>35,915</u>	<u>26,928</u>
<b>NET OPERATING INCOME</b>	<u>443,759</u>	<u>701,569</u>
Grants	<u>435,215</u>	<u>688,532</u>
Surplus for year	8,544	13,037
Balance at 1 January	<u>169,581</u>	<u>156,544</u>
Balance at 31 December	<u><u>178,125</u></u>	<u><u>169,581</u></u>
<b>EMPLOYMENT OF FUNDS</b>		
Available for distribution	178,125	169,581
Balance at 31 December	<u>178,125</u>	<u>169,581</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2012, €1 = £0.8161 (2011: €1 = £0. 8353).

**ACCOUNTANTS' REPORT**

The Standing Committee is responsible for preparing the Income and Expenditure and the Fund Account for the year ended 31 December 2012. We have examined the above and have compared it with the books and records of the Fund. We have not performed an audit and, accordingly, do not express an audit opinion on the above statement. In our opinion, the above statements are in accordance with the books and records of the Fund.

PricewaterhouseCoopers  
Chartered Accountants  
Dublin  
March 2013

**BISHOPS' APPEAL CONTRIBUTIONS**

	2012		2011	
	Stg£	€	Stg£	€
ARMAGH	15,169	1,767	39,725	3,090
CLOGHER	11,862	1,765	18,426	2,823
CONNOR	18,545	-	58,314	-
DERRY & RAPHOE	28,841	13,562	49,064	24,685
DOWN & DROMORE	31,824	-	70,508	-
DOWN DROMORE & CONNOR	642	-	-	-
KILMORE	1,007	4,606	987	17,412
ELPHIN	-	6,675	-	9,693
CASHEL & OSSORY	-	68,963	-	55,728
FERNS	-	12,513	-	21,203
CORK	-	20,882	-	25,072
DUBLIN	-	131,387	-	187,374
LIMERICK	-	10,432	-	14,801
MEATH & KILDARE	-	26,877	-	20,301
TUAM	-	3,007	-	2,284
INDIVIDUALS (INCL. LEGACIES)	-	-	-	-
OTHER	<u>6,311</u>	<u>16,300</u>	<u>5,734</u>	<u>26,083</u>
TOTALS	<u>114,201</u>	<u>318,736</u>	<u>242,758</u>	<u>410,549</u>

TOTALS IN EURO	<u>458,671</u>	<u>701,172</u>
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**BISHOPS' APPEAL GRANTS PAID**

TYPE OF DEVELOPMENT	2012	2011
	€	€
Disaster Relief	17,808	216,300
Health & Medical	35,273	81,626
Education/Communications	213,366	159,880
Rural Development	<u>168,768</u>	<u>230,726</u>
Totals	<u>435,215</u>	<u>688,532</u>

**DEVELOPMENT AGENCY**

Christian Aid	90,319	333,042
CMSI	56,770	46,914
Feed the Minds	12,660	31,302
Tearfund	64,341	31,951
Others	<u>211,125</u>	<u>245,323</u>
Totals	<u>435,215</u>	<u>688,532</u>

**BISHOPS' APPEAL GRANTS PAID**

<b>GEOGRAPHICAL LOCATION</b>		
<b><u>AFRICA - €132,433;Stg £68,908</u></b>		
Cashel & Ossory Diocesan Project	Rwanda	CMSI
Cashel & Ossory Diocesan Project	Swaziland	USPG
Childhood Disability Project	Uganda	Motivation
Community Project	Ethiopia	Tearfund
Dining and Assembly Hall	Rwanda	Direct
Egumeni Project	Swaziland	USPG
Emergency Assistance	Zimbabwe	USPG
Food Security	Uganda	Aidlink
Hatching Help for Rwanda	Rwanda	Christian Aid
Horn of Africa Appeal	Africa	Christian Aid
Imberikani Training Centre	Kenya	CMSI
Literacy & Development Project	Burundi	Mothers' Union
Two Classrooms	Rwanda	Team Hope
Water of Life Project	Africa	Fields of Life

<b><u>ASIA - €75,989;£55,099</u></b>		
Integrated Rural Development	Cambodia	Christian Aid
Sustainable Livelihoods	Cambodia	Tearfund
HIV/AIDS Programme	India	Friends of HOPE
Dr Graham's Homes	India	Direct
Japanese Earthquake Emergency	Japan	USPG
Literacy & Development Project	Myanmar	Tearfund
Voter Education	Pakistan	Feed the Minds
Training Programme	Palestine	Christian Aid
<b><u>CENTRAL AMERICA - €22,705</u></b>		
Disaster Preparation	El Salvador	Christian Aid
<b><u>NORTH AMERICA - £759</u></b>		
Haiti Emergency Relief	Haiti	Christian Aid
<b><u>SOUTH AMERICA - €16,666;£25,333</u></b>		
Education/Child Labour	Brazil	Christian Aid
Youth Education Programme	Peru	SAMS
<b><u>OTHER - €3,500</u></b>		
RTE TV Documentary	Developing World	KMF Productions

## APPENDIX D

### BOARD FOR SOCIAL THEOLOGY IN ACTION REPORT 2013

#### Membership

The Most Rev Alan Harper (retired October 2012)

The Most Rev Dr Michael Jackson

The Most Rev Dr Richard Clarke (since December 2012)

Mr Andrew Brannigan

Mrs Anne Brown

Rev Dr Rory Corbett

Rev Adrian Dorrian (Chair)

Mr George Glenn (*ex officio*)

Mr Kenneth Gibson

Very Rev Kenneth Hall

Mr Samuel Harper

Rev Vicki Lynch (resigned June 2012)

Mrs Hilary McCLay

Rev Elaine Murray (resigned November 2012)

#### Executive Summary

The Board Exists to provide oversight and direction of the Church's work in relation to social theology in action. The Board's work is divided into two main areas:

1. Proactive work such as the preparation of reports, briefing documents and other resource material.
2. Reactive work such as responding to reports and public consultations, in addition to responding to events in society.

The work of the Board over the past year has included:

1. Ongoing development of a DVD resource for launch at General Synod 2013.
2. The preparation of a document resource for parishes, highlighting areas of good practice in social action.
3. Planning for a series of briefing papers on a variety of subjects for the use of the Church at large during 2013.
4. Responses to press inquiries.
5. Representation to government on matters of social theology.
6. Revision of the Board's terms of reference for consideration by Standing Committee.

The Board for Social Theology is unique insofar as its membership, by and large is made up of people who have applied and been interviewed for their place on the Board. One by-product of this has been a difficulty in recruiting members from the Republic of Ireland. It has meant that the work of the Board has had more of a Northern focus but it is intended to remedy this in 2013.

The Board wishes to record its best wishes to Archbishop Alan Harper on his retirement from office, and assure the new Archbishop of Armagh, Dr Richard Clarke, of the prayerful support of its members.

## **Report**

The energies of the Board have been focussed in the following areas. Some of this work will be ongoing, while other parts of it should be completed by General Synod 2013:

### *DVD Resource*

This resource, which is designed to be used either as part of a Church service, in a parish study group or in home groups, highlights four social action projects across the Church of Ireland, which have grown out of local parish contexts:

- Outreach to a local nursing home;
- A women's project;
- A ministry with children in Inner City Dublin;
- A money management/debt counselling project.

The Resource, launched at this year's General Synod, will be made available to every parish. As well as the DVD, the resource will include:

- liturgical material for use in worship;
- Bible study outlines;
- a sermon outline.

### *Good Practice Document*

In the preparation of the DVD resource, it has become apparent that many parishes across the Church are engaged in social action and outreach projects that are both imaginative and varied. Work has begun on a resource that will collate ideas and suggestions that should have at least one drop of inspiration for every parish. This resource will be produced as a PDF document, and it is hoped it can be made available on the Church of Ireland Website as well.

### *Briefing Papers*

As part of the Board's remit to be proactive in areas of social theology, and in collaboration with Synod Services and the Press Office, a list of contemporary social issues/areas of interest has been drawn up and work has begun on producing a series of summary briefing papers outlining the broad issues relating to particular subjects. It is hoped that these summary documents will be of help in preparing 'first responses' to external enquiries, but may also be of use to local Churches as they seek to address social issues in their own setting. In the coming months, papers are to be prepared on:

- Welfare Reform and Poverty;
- Medical Ethics;
- Suicide;
- Human Trafficking;
- Internet Safety;
- Family Issues;
- Alcohol and Drugs;
- Rural Issues.

### *Responses to Press Inquiries*

The Board responded to a number of press enquiries and issued statements in relation to abortion in both Northern Ireland and the Republic of Ireland. Members of the Board were also interviewed by several news outlets on the subject of abortion. The Board is indebted to Dr Paul Harron and Mrs Jenny Compston in the Church of Ireland Press Office for their assistance and advice in relation to press matters.

### *Representation to and engagement with Government*

Recognising the fact that Bishops and Archbishops are often the Church's first point of contact with government, the Board engaged with government bodies North and South on legislative matters. This included presentations to the Social Development Committee of the Northern Ireland Assembly and a meeting with Lord Freud and the Northern Ireland (NI) Minister for Social Development about welfare reform in Northern Ireland. Mrs Hilary McClay represented the Board at a Conference on Child Poverty in Northern Ireland organised by Ms Martina Anderson MEP, and also took part in a debate on Social Welfare Reforms at an event organised by the leaders of Four main Churches and the Irish Council of Churches (ICC) attended by the Secretary of State and the Minister for Social Development. Archbishop Jackson and Mr Samuel Harper also made representation to the Oireachtas on proposed new abortion legislation. The Rev Adrian Dorrian and the Rev Dr Rory Corbett, in addition to Archbishop Jackson and Mr Harper, have taken up membership of the Church of Ireland's working group on abortion legislation. The Board also acknowledges the assistance received from Mrs Margaret McNulty (Embrace) and former primate the Rt Rev Robin Eames for their advice on the issue of Human Trafficking.

### *Revised Terms of Reference*

The Board presented amended terms of reference to the Standing Committee in March 2013 (see appendix), which included a new name (Church and Society Commission) and which make provision for the co-option of members. This will allow the board to call on people with expertise in specific subjects, and it will also allow the appointed membership to ensure broad representation from across the Church as necessary.

### *Mission Committees Meetings*

At the end of 2012 a meeting of representatives of the Church's mission related committees was held in Church House, Rathmines. This has led to further conversations about the rationalisation of committee work and improved communication between various committees and boards. The Board welcomes this conversation and will continue to engage with the process.

### *Board for Social Responsibility (NI)*

The Board for Social Responsibility (NI) is in receipt of a grant from the Church and its report is appended.

### **Future Plans**

The following projects will be completed in 2013:

- DVD Project;
- Good practice resource document;
- Revision of the Board's terms of reference.

The following projects will be ongoing throughout 2013, and should be completed by General Synod 2014:

- Briefing Papers on subjects listed above;

The following projects are ongoing:

- Response to press enquiries;
- Engagement with government where appropriate;

The following projects are planned for 2014:

- The production on further briefing papers on new subjects;
- The development and revision of previous research and briefing material.

## **APPENDIX I TO BOARD FOR SOCIAL THEOLOGY IN ACTION REPORT**

### **The Church of Ireland Church and Society Commission (“CASC”)**

#### **‘Putting faith into action’**

#### **DRAFT TERMS OF REFERENCE**

The Church of Ireland Church and Society Commission is the new name for The Board for Social Theology in Action which was established by the General Synod of the Church of Ireland in 2010 to help to meet the needs of the Church in respect of social action and the theology of social action. It replaces three previous Church of Ireland committees: The Board for Social Action NI, The Board of Social Responsibility RI and the Church in Society Committee. It exists alongside, but separate to, independent legal entities (with a remit for) undertaking social services such as the BSR (NI).

The Commission reports annually to the General Synod and functions under the oversight of the Standing Committee.

#### **Mission**

The mission of the Church and Society Commission is to provide oversight and direction of the Church’s work in respect of social theology in action.

As such, it seeks to undertake the following functions:

- To be proactive in seeking to identify, contribute to, challenge, encourage and develop areas of living today where the mission of the Church can be active and the love of God shared. To do this through:
  - The publication of reports;
  - The development of appropriate resource materials;
  - The identification and communication of Good Practice;
  - The implementation of projects that apply theological perspectives to Christian living.
- To seek to be reactive in order to provide a relevant response to:
  - Consultation documents;
  - Public statements;
  - Policy debates;
  - Research and reports;
  - Social issues in every day living.

In order to further these two functions the Commission will also seek relationships with other groups within and beyond the Church of Ireland. It may also be appropriate from time to time for the Commission to refer matters to other bodies in the Church of Ireland.

- The Commission’s area of interest may include (but not be limited to):
  - Health and Social Care;
  - Medical Ethics;
  - Public Policy;
  - Political issues.

- Poverty;
- Family support;
- Environment.

## **Governance**

### **Membership**

The membership of the Commission includes those with expertise in and experience of a wide range of social issues and areas of special interest who have been accepted through an appropriate interview process.

It comprises of:

- 8 ordinary members (clergy and lay);
- Up to 4 co-opted members;
- An Honorary Secretary of the General Synod;
- The Chairperson of the General Purposes and Finance Committee of the Church of Ireland Board for Social Responsibility (NI) (*ex officio*);
- The Archbishops (*ex officio*);
- A Bishop.

The Commission elects from within its membership, on an annual basis, a Chairperson, vice-Chair and also an Honorary Secretary.

The Commission may elect up to 4 co-opted members who must be approved by Standing Committee before taking up membership. Co-opted members may serve until the end of the current triennium before their membership either expires or is renewed by the Commission.

Resignations of the ordinary members of the Commission must be replaced by application and interview process and the Standing Committee must approve successful applicants. Ordinary members are normally appointed for two triennia.

### **Sub-Groups**

Sub-groups may be formed by the Commission on an *ad hoc* basis to undertake specific areas of responsibility. These groups may also undertake specific projects or may make public responses on behalf of the Commission within the remit of the Commission's governance procedures.

If a member wishes to set up a sub-group, he or she should do so only after gaining agreement from the Chair.

### **Meetings**

The Commission will meet at least 4 times per year, one of which may be a residential. Ad hoc sub-groups, chaired by a member of the Commission may be convened to address specific issues suitable to their areas of responsibility.

One of the Commission meetings will be in May/June of each year, at which meeting a review of the previous year's activities will take place and objectives agreed for the year ahead.

### **Triennium Review**

The Church and Society Commission will review its objectives and terms of reference at the end of each triennium, beginning in 2013 and 2016.

### **Statements and consultations**

The Commission may release statements in its own name but, for the statements to be recognised as coming from the Church of Ireland, they must first be submitted to the Standing Committee for approval.

Any responses or statements prepared by a sub-committee must be circulated to members for their views. After an opportune amount of time has elapsed for this consultation the Chair may be presumed to act on comments received.

Any public response will be issued on behalf of the Commission by the Chairman or an appropriate spokesperson, as long as they are appointed with reference to the Chair and the Church of Ireland Press Office.

Under exceptional circumstances\* it will be permissible for the Chair of the Commission to release public statements on behalf of the Commission, provided that the advice of the Press Office and the Synod Department is sought and that statements are consonant with agreed Church of Ireland positions. The Chair will inform Commission members of the content of statements as soon as possible afterwards.

(\*An exceptional circumstance may be a media request or public consultation with a very short timescale for response.)

## **APPENDIX II TO BOARD FOR SOCIAL THEOLOGY IN ACTION REPORT**

### **The Church of Ireland Board for Social Responsibility NI**

#### **Membership of the Board**

Rev Dr Jonathan PO Barry  
Mr Arthur D Canning  
Mr George Glenn  
Ms Patricia Leinster

Mr Robert Stinson  
Dr Joan Turner (died March 2012)

#### **Staff**

Mrs Christine Wilford  
Mrs Patricia Gilbert  
Mrs Lynda Graham  
Mrs Gerry McCluskey  
Mr Ian Slaine  
Rev Dr William Murphy  
Mrs Marie Walker

Sessional Counsellor  
Senior Social Work Practitioner  
Senior Social Work Practitioner  
Senior Social Work Practitioner  
Chief Executive  
Pastor to the Adult Deaf  
Administrator

#### **Introduction**

This Report on the Church of Ireland Board for Social Responsibility (NI) hereafter the Board, is produced to allow for clarity of information on our structures, financial position and the services it provides.

#### **Death of Board Members in 2012**

The death of two members of the Board is included as a preface to the Board report to reflect the significance of their loss.

Dr Joan Turner died on 18th March 2012. Joan was a member of the Board from its beginning in 1988. Joan was an active member of the General Purpose and Finance Committee. The Board and staff members miss Joan's calm approach, words of wisdom and calm, reflective approach.

Mr Jim McGaffin died on 15th December 2012. Jim was a member of the Board from the outset until 2005 and was a member and later chair of the Board's General Purpose and Finance Committee. He was a man of clear and concise thought, which came through in his style of leadership. His background in both local government and the Church was a great asset to the Board – both members and staff.

#### **Structures**

In 2012, the Board commenced a period of restructuring designed to increase Board membership of people with relevant skills and expertise. At the same time the Board recognises a need to rebuild its relationship with the Church at all levels. In November 2012, the Board sought nomination of new members.

During the year the Board had an ongoing discussion with the Board for Social Theology in Action. The Board recognises the need to clarify roles and responsibilities between the two organisations. The Board for Social Theology in Action is our conduit to the Church at General Synod. At the 2012 General Synod the work of the Board was not presented in any format – the first time this has happened since the formation of the Board.

## **Funding**

As with all voluntary organisations, and especially in the current economic climate, funding is a major issue. The Board relies on funding from external sources and is managing the funding well in order to provide quality services in a cost effective manner.

The Board receives funds from a range of sources. These include income from Service Level Agreements, Core Grant from the Department of Health, Social Services & Public Safety, Spot Purchase Agreements, Voluntary Trust Funds and of course from the Church of Ireland. Church of Ireland funding comes in at Central, Diocesan and Parish levels.

The Board's main funders in 2012 are listed in this report and a more detailed breakdown in relation to sources of income and expenditure are in the attachment – Appendix I.

The Board's main funders in 2012 were:

- The Health and Social Care Board – a contract/service level agreement for Next Step;
- The Department of Health, Social Services & Public Safety – Core Grant Aid in relation to the provision of Adoption and Fertility Counselling services;
- Belfast Health & Social Care Trust – a contract/service level agreement for the Fertility Counselling Service NI;
- Specific Local Authorities in England and Wales – in relation to services provided;
- Health and Social Care Trusts in Northern Ireland – Spot Purchase of services;
- Dioceses and Parishes – funding received following distribution of the letter of appeal;
- Voluntary Trust Funds – this relates to funding related to specific projects – funders in 2012 included – Awards for All, Lloyds TSB Foundation for Northern Ireland, The Enkalon Foundation, The Dean of Belfast Christmas Sit Out Appeal;
- Donations from users;
- Fees from users.

The services of Robert Moore Associates in providing financial support to the Board is noted here. Mr Robert Moore brings a wealth of knowledge and support to the Board – 'Added Value' indeed. In addition the services provided by our external Auditor, ASM Newry, is much appreciated.

To provide services in the economic realities of today, a constant issue for the Board, requires a high level of management control.

## **SERVICES**

### **i. Adoption Routes**

Adoption Routes was the Board's original social work service and from it, other social work/counselling services have developed.

The Board recognises the need to review the range of services provided by Adoption Routes. Health & Social Care Trusts in Northern Ireland present as unwilling to purchase services such as the assessment of prospective adopters. This is in contrast to Local Authorities in Britain which 'purchase' adopters in order to secure placements.

In 2012, a couple approved by Adoption Routes had a child placed by a Local Authority in Britain. This couple had been unable to achieve a placement from a Trust in Northern Ireland. The Local Authority matched the couple with a child and an Adoption Order was granted.

Adoption Routes also provided input into an adoption assessment on a Northern Ireland-based couple on behalf of a Local Authority in Wales. The couple have subsequently adopted the child concerned.

Adoption Routes continues to:

- Provide support to existing adoption placements – 12 placements;
- Provide Access to Birth Records – 59 new referrals in 2012;
- Be a member of the Belfast Health & Social Care Trust’s Adoption Panel;
- Be a member of the Social Work Advisory Group and UK Social Work Advisory Group of the British Association for Adoption and Fostering (BAAF);
- Co-ordinate a Post Adoption Social Workers’ Group for Northern Ireland.

## **ii. Next Step**

Next Step is an independent counselling and support service for birth family members affected by adoption.

The majority of children available for adoption in Northern Ireland have been removed by Social Services. Next Step is there to support the birth parents and other family members. Our role is not to assist in having the child/children returned home.

The Next Step Service is operated by the Board under a contractual arrangement with the Health and Social Care Board. The Board, acting as the lead agency, provides this service in association with Family Care Adoption Services.

In 2012 a total of 75 referrals were received for the Next Step Service. An Independent External Evaluation of Next Step was carried out by Fiona Boyle Associates in 2012. Overall the Report was positive with a high level of feedback from service users and social workers. It also highlighted areas of learning and of potential growth.

The Evaluation was presented to our funder, the Health and Social Care Board in May 2012. In August 2012 the Health and Social Care Board agreed to continue funding of the Next Step Service with potential for a further extension.

Mrs Lynda Graham, the lead counsellor/senior social work practitioner for this service is continuing her training in counselling through the University of Ulster.

## **iii. The Fertility Counselling Service NI**

The Board has a contract with the Belfast Health & Social Care Trust to provide this service to the Regional Fertility Centre, Royal Maternity Hospital, Belfast. This is the only NHS service providing licensed fertility treatments in Northern Ireland.

The Board is the lead provider of this specialist counselling service in Northern Ireland. One in six couples has issues in conceiving. Medical intervention at a range of levels may be the path they select.

For a short period in 2012 the Fertility Counselling Service NI provided a service on a contractual basis to Origin Fertility Care, a private fertility clinic.

In 2012 the Fertility Counselling Service NI received 270 new referrals in addition to providing counselling to ongoing service users.

The Board provided two training courses for Adoption Agencies in Great Britain in 2012. The agencies were St David's Adoption Society in Cardiff and the Soldiers, Sailors, Airmen and Families Association (SSAFA) Forces Help.

The Fertility Counselling Service NI is an active member of the British Infertility Counselling Association and the Irish Fertility Counsellors' Association. We also have a close relationship with Infertility Network UK (INUK) – a support group for people affected by infertility. This included making a presentation at a conference run by INUK.

In November 2012 Mrs Patricia Gilbert presented to a conference of Nurse Specialists in Dublin.

Mr Gerry McCluskey has commenced further training through attendance at the “Theory and Practice in Working With Relationships” course provided by Relate.

#### **iv. Social Outreach to Families in Need**

The main funder of this service, BBC Children in Need, has directed funding away from the Board and other similar organisations to a central source in Northern Ireland – the Buttle Trust. This has had a major impact on our ability to provide financial assistance to families in need. Our funds are limited to parish donations and the Dean of Belfast's Christmas Sit-Out Appeal.

The Board continues to operate a Christmas Toy Appeal. The 2012 Appeal was slightly reduced due to protests in some areas. Toys were distributed via Church of Ireland Parishes, Women's Aid and Social Services Teams across Belfast.

#### **v. Services to the Adult Deaf, Hearing Impaired and Disabled**

The Board provides management support to the Rev Dr William Murphy as he carries out pastoral duties to the Deaf and Hearing Impaired in Northern Ireland.

Dr Murphy has established a close working relationship with the Kinghan Church – the Church for the Deaf Community operated by the Presbyterian Church.

The Board has two members on the Church of Ireland Working Group on Disability – Mr Ian Slaine and the Rev Murphy. The Working Group, in 2012, placed an emphasis on raising awareness on issues of access to church buildings and with a particular emphasis on access to the building where the General Synod is held.

#### **vi. Membership**

The Board is alert to the growing potential for it to become ‘at greater arm's length’ from Church control and particularly at a time when the social values which have guided its work are being challenged by many secular sources.

The active presence and participation of clergy and lay members in the management of the Board are essential if growing secular influences are to be offset or balanced by Church teaching.

An appeal for new members has already been launched. The Board wishes to bring this to the attention of all who read this Report and invites your expression of interest should you wish to find out more about our current services.

**vii. Conclusion**

The Board's main activity is now on the provision of a range of social work and counselling services.

In 2013 the Board intends to build on these services and review opportunities for developing further services.

In addition the Board will continue discussion with the Church and the Board for Social Theology in Action with regard to strengthening existing relationships.

It is hoped that the recruitment of the new Board Members, we will improve our relationship with the Church and encourage people with relevant skills and knowledge to move the Board forward.

**Appendix I**

Financial Section of the Board for Social Responsibility (NI) Report to General Synod May 2012

Revenue Statement for Year Ended 31st March 2013  
(being an extract from the latest audited accounts)

	2012		2011	
	£	%	%	%
<b>INCOME</b>				
<b>Donations &amp; Subscriptions</b>				
<b>Dioceses</b>				
Armagh	3016		3215	
Clogher	2669		1660	
Connor	3216		4880	
Derry & Raphoe	3116		1410	
Down & Dromore	4667		4443	
Kilmore	0		50	
Dublin	254		0	
	<hr/>		<hr/>	
	16138	4.9%	15258	4.4%
Dean of Belfast's Christmas Sit-Out (Fertility Counselling Work & Adoption Work)	3000		2000	
Other Includes anonymous	3873		0	
Orphans and Children	-		1500	
RCB Accommodation Grant	0		12050	
Priorities Fund	4750		0	
Awards for All	9981		0	
Northern Bank Employees Charity	1000		0	
Ulster Bank Employees Charity	1402		0	
Thompson Trust	600		0	
Anonymous Donations	1085		1187	
Lloyds TSB	2000		3250	
Enkalon Foundation			900	
	<hr/>		<hr/>	
	27691	7.9%	20887	6.0%

**Services Provided continued**

RFC	52056		46218	
Social Work Service Delivery	35320		4352	
Next Step	127712		152140	
Mission to the Adult Deaf	11395		19019	
	<u>226483</u>	65.0%	<u>221729</u>	63.6%

**INCOME**

**Investments and Cash Deposit Funds** 111 0% 852 0.2%

**Grants from  
Department of Health, Social Services &  
Public Safety** 77394 22.2% 75232 21.6%

**Charitable Disbursement**

BBC Children in Need 0 14500 4.2%

**Total Income** **348617** **100%** **248458** **100%**

**EXPENDITURE**

Operating

Families in Need	1550		10565	
Next Step Payment to FCS	43933		56302	
Staff Emoluments	191876		194832	
Pensions & NI	22904		23204	
Other Expenses	13658		14623	
Administrative Costs including Services	93992		86956	
Miscellaneous	278		461	

**Charitable Disbursements** 5014 8106

**Total Expenditure** **£350301** **100.5%** **£371845** **106.7%**

**(DEFICIT) for year** **(£1684)** **(0.5%)** **(£23387)** **(6.7%)**

Copies of the statutory accounts along with supporting schedules are available on request at the Board's office.

# APPENDIX E

## CENSUS FORM

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### Church of Ireland

#### Statistics for Mission 2013

#### To Incumbents and Clergy in Charge,

In 2012, the General Synod adopted a Statute enabling the collection of statistics relating to the Church of Ireland population applying the same criteria Church-wide. These figures will help the Church better understand trends in the Church of Ireland population and patterns of worship and church-observance. This is the first such 'Church-wide' collection. It is anticipated that future Church wide censuses will be conducted every three years.

This form should be completed for your whole benefice (unless where clearly indicated otherwise) and in consultation with appropriate parochial officers, eg Churchwardens, Treasurers.

Upon completion this form should be returned to the following address NOT LATER THAN **Friday 29 November 2013**.

This person will also be available to answer any queries you may have.

Also enclosed are a set of cards to enable you to fill out the table on the last page of this form. Please circulate these to those who attend Church on 3 November, 17 November and 24 November 2013 to ascertain the age and gender statistics sought. Further instructions are on the last page.

We would like to express their gratitude to you for your co-operation in completing this form which will provide vital information as the Church seeks to fulfil its mission in the years to come.

Yours sincerely,

VEN ROBIN BANTRY WHITE	]Honorary Secretaries
REV GEORGE DAVISON	]of
MR SAMUEL HARPER	]the
MRS ETHNE HARKNESS	]General Synod

**Please complete and Sign:**

I hereby certify that the information contained herein is true to the best of my knowledge and belief.

Signature of Incumbent/Priest in Charge: \_\_\_\_\_

Name of incumbent/Priest in Charge: \_\_\_\_\_

Name of Benefice: \_\_\_\_\_

Diocese: \_\_\_\_\_

Date: \_\_\_\_\_

**Terms in this Census:**

Parochial Area: In this census the term 'parochial area' refers to the geographical area that your benefice covers. This could include several traditional parishes. If your benefice has no defined geographical area (EG a Trustee Church, Full time College/Hospital Chaplaincies, Mission Agencies etc.) then it's entirely possible that there will be no 'residents' in the parochial area and the form should be filled out accordingly.

Church of Ireland member: In this form a 'Church of Ireland member' is any person who may reasonably be expected to call upon the services of the Church of Ireland for pastoral care/occasional offices etc, whether they are a regular churchgoer or not.

**Church of Ireland Population:**

Estimated No. of persons with whom the parish has pastoral contact: \_\_\_\_\_

A: Number of persons on the register of vestrypersons (resident): \_\_\_\_\_

B: Number of persons on the register of vestrypersons (accustomed): \_\_\_\_\_

Total (A+B): \_\_\_\_\_

Estimated No. of Households with a Church of Ireland presence in the parochial area: \_\_\_\_\_  
(A 'presence' is defined as one or more Church of Ireland members in the household)

Number of Subscribing Church of Ireland Households: \_\_\_\_\_  
(Defined as a household where one or more members contributes financially to the benefice through envelope, standing order or an annual contribution)

**Children and Young People:**

**If your parish church(s) or church hall(s) host one or more uniformed organisations (Boys Brigade, Girls Brigade, Girls Friendly Society etc.) ALL those who are members of those organisations should be included in the figures below.**

Please indicate the numbers enrolled in:

Christian-themed Sunday Activities (Sunday School/Club or similar) \_\_\_\_\_

Mid-week Christian-themed activities for children (primary school age) \_\_\_\_\_

Christian-themed activities for young people (secondary school age) \_\_\_\_\_

Please indicate the number of Sunday School Teachers: \_\_\_\_\_

Please indicate the number of organisers of activities for children: \_\_\_\_\_

Please indicate the number of organisers of activities for young people: \_\_\_\_\_

**Occasional Offices during the years 2009 - 2012:**

All the figures below should be based on the last three calendar years (1 January 2009 to 31 December 2012 inclusive)

All the figures should be based on services conducted in your parochial area according to the rites of the Church of Ireland (whether in a Church or not)

**Baptisms:**

Number of Baptisms of infants (age 0-3 inclusive) in the last three calendar years \_\_\_\_\_

Number of Baptisms of children/young people (age 4-17 inclusive) in the last three calendar years \_\_\_\_\_

Number of Adult baptisms (age 18+) in the last three calendar years \_\_\_\_\_

**Confirmations:**

Confirmations of children/young people (under age 18) from the Church congregation: \_\_\_\_\_

Confirmation of Adults (age 18+) from the Church congregation: \_\_\_\_\_

*(Include all confirmations of Church of Ireland individuals from your parochial area or congregation in the last three calendar years. Do not include confirmations of individuals in the Church who are not accustomed members of your congregation (e.g. those from a neighbouring parish or congregation confirmed as part of a joint service.))*

**Weddings/Funerals:**

Number of weddings in the parochial area in the last three calendar years \_\_\_\_\_

Number of funerals in the parochial area in the last three calendar years \_\_\_\_\_

**Major Christian Festivals:**

Please indicate the total numbers attending all services held in the parochial area under the auspices of the Church of Ireland on the following occasions:

*(Ecumenical Services should not be included)*

Christmas Eve 2012  
*(Not including services starting on Christmas Eve at or after 11pm)* \_\_\_\_\_

Christmas Day 2012  
*(Include all services on Christmas Eve starting at or after 11pm)* \_\_\_\_\_

Holy Week 2013  
*(Include all holy week services from Monday to Good Friday inclusive)*  
*(Include total attendance for all services including those who attend more than one service)* \_\_\_\_\_

Easter Day 2013  
*(Include Easter vigils that start on Easter Eve)* \_\_\_\_\_

**Age and Gender Profile of Church Attendance on 3 November 2013, 17 November 2013 and 24 November 2013**

Age	Male (Number of Individuals)			Average	Female (Number of Individuals)			Average
	3 November	17 November	24 November		3 November	17 November	24 November	
0-11								
12-18								
19-30								
31-45								
46-60								
61-74								
75+								
<b>Total</b>								

**Advice on use of the Cards:**

- Pencils/pens should be made available throughout the church.
- Congregants should be asked at one time during the service to fill them out
  - o Parents should be reminded to fill out a card for each of their children
- The cards should then be collected immediately after they are filled out (don't rely on individuals to drop in a box)
- The completed figures should be cross-referenced with those in the preacher's book.
- All who attend worship on the relevant Sunday should be asked to complete a card, whether they are a Church of Ireland member or not.
- Young persons attending Sunday School or Sunday Club during the service should be included provided they were present for any part of the service.

## APPENDIX F

### CENTRAL COMMUNICATIONS BOARD

#### MEMBERSHIP

The Rt Rev Trevor Williams (House of Bishops)	November 2008
Ven Richard Rountree	(Standing Committee)
Ven Robin Bantry White	(Honorary Secretary)
Rev Eileen Cremin	(Chair – Broadcasting Committee)
Dr Kenneth Milne	(Chair – Literature Committee)
Dr Raymond Refaussé	(Hon Secretary – Literature Committee)
Mr Adrian Clements	(Church House Senior Management)
<i>Vacant</i>	(Internet Committee – currently in abeyance)
<i>Vacant</i>	(Internet Committee – currently in abeyance)
Mrs Jane Leighton	(Representative Body)
Very Rev Alistair Grimason	(Representative Body)
Ms Ruth Buchanan	(Co-option Broadcasting Committee)
<i>Vacant</i>	(Co-option for gender & regional balance)
Head of Synod Services & Communications	( <i>ex officio</i> )
Press Officer	( <i>in attendance</i> )

#### OBJECTIVES 2012-13

- To review the structure and role of the Church of Ireland website and the use of wider social media channels, including the development of a policy on usage;
- To encourage streaming of church services on a diocesan basis;

#### Terms of Reference

- Initiate policy in relation to the communications strategy of the Church
- Co-ordinate the work of the sub-committees
- Report annually to the General Synod

#### Executive summary

The Literature Committee appointed an editor, the Rev Kenyon Homfray, to assist Mr Douglas Appleyard with its major project, *The Church of Ireland Handbook*. The Press Office provided media support to committees, DCOs and dioceses, and particularly to the retiring Archbishop of Armagh, the Most Rev Alan Harper and to his successor, the Most Rev Dr Richard Clarke. Media training was arranged for newly-elected bishops, the Archbishops and Honorary Secretaries, and a group of senior spokespersons including the Secretary General. Sales of the reprinted Church Hymnal have been slower, but steady across both editions (basic and presentation), despite the economic recession. Discussions with Columba Press have commenced to produce an e-book version of *The Book of Common Prayer*. Preparations have begun to enable the first reprint of *The Book of Common Prayer* in 2014/15, which will entail corrections of printing errors in the first edition. Support has been provided to the Liturgical Advisory Committee in respect of its other liturgical initiatives. A Diocesan Communications Training Day focused on use of social media and internet to further the mission of the Church.

## **Report**

### **New Media and internet**

New media continues to grow in significance and the CCB hopes to draw together a picture of how social media are increasingly used within the Church of Ireland, as these media are essentially networking tools that can assist the day to day life of the Church and in furthering the Church's mission. Central church statements can be followed on both Facebook and Twitter at the following addresses:

Facebook.com/churchofireland

Twitter.com/churchofireland

The Board has also initiated discussions in hope that there will be funding to enable a re-design of the Church of Ireland website. The diocesan training day focused on new media as discussed below.

### **Diocesan Communication Officers (DCO)**

The Board expresses its thanks to the Diocesan Communications Officers and all who work to support communications within the Church. The Board would like to highlight, again, the key role that communications and communicators play in the mission and witness of the Church. This year's Diocesan Communication training event was well supported. The Key speakers were Mrs Karen Burke, Methodist Church in England & Wales and Rev Clifford Skillen, Church of Ireland Gazette. Communication of the Christian message is at the heart of the Church's mission and the explosion of new networks and applications in the world of social media has extended the range of tools available. At the training day, DCOs also discussed the challenges of social media, including the need to consider Safeguarding Trust issues and the difficulty of moderating content. It is important that church communicators understand both the positives and negatives of new media and that they are able to guide clergy and lay leaders through this emerging, but relatively unregulated field. An important outcome of the training day is a proposal to create a new vehicle for stories about the Church, possibly in the form of an e-zine that will capture the essence of the bishops' vision of Growth, Unity and Service. This will require the development of additional protocols to guide the wider use of social media.

### **Publishing**

The Rev Kenyon Homfray continues his work on the editing of the *Church of Ireland Handbook* and the first chapters will shortly be at a stage where they can be considered by expert readers. This is the most complex project undertaken by the Literature Committee in recent years and the CCB commends the efforts of the author, Mr Douglas Appleyard, editor, the Rev Kenyon Homfray and the members of the Literature Committee as well as those who will provide their services as readers.

### **Press Office**

The Church of Ireland Press Office had a busy year in 2012-13 with media interest in a wide variety of matters encompassing several significant civic occasions, announcements relating to the movement of senior clergy and on matters of substance where Church and wider societal debate meet.

The General Synod held in Dublin in May attracted considerable attention with regard to the discussions and the motion on human sexuality in the context of Christian belief. In addition to the usual briefings and the provision of a media centre during General Synod, many broadcast and print interviews were arranged. The Synod was followed in June by the Irish Eucharistic Congress in Dublin at which the Church of Ireland was represented and in which there was press interest. On 26 June 2012 HM Queen Elizabeth II visited St Macartin's Cathedral in Enniskillen for her Diamond Jubilee Service in Northern Ireland, a major media event which attracted favourable coverage for both the Archbishop of Armagh's sermon and the ecumenical aspects of the visit to the cathedral and to St Michael's Roman Catholic Church opposite the Deanery.

Archbishop Alan Harper's retirement as Primate of All Ireland in September was marked by a number of farewell interviews. On 3 October the Most Rev Dr Richard Clarke's election as Archbishop Harper's successor in Armagh was announced at an enthusiastic press conference at St Anne's Cathedral, Belfast. Archbishop Clarke undertook a large number of print and broadcast interviews from the time of his election through to his Enthronment in St Patrick's Cathedral, Armagh on 15 December and beyond. The Press Office announced further episcopal changes during the period, namely the election of Archdeacon Leslie Stevenson as Bishop of Meath and Kildare in late January and the Rev Ferran Glenfield as Bishop of Kilmore, Elphin and Ardagh in early February.

St Macartin's Cathedral, Enniskillen was once again the focus of media attention in November; however, this time for a poignant service marking the 25<sup>th</sup> anniversary of the Enniskillen Remembrance Day bombing. This was one of a number of cathedral services at which the Press Office provided additional media support before, during or after a notable event.

As to wider societal issues, the Press Office provided responses to enquiries on many issues, having liaised closely with relevant committees, boards and spokespeople including archbishops, bishops and the chairman of the Board for Social Theology in Action. Most notably, the issue of abortion was a pressing concern in both jurisdictions, with the opening of a new clinic in central Belfast in October and with the contribution by the Archbishop of Dublin and Mr Sam Harper, Honorary Secretary of the General Synod, to the Oireachtas hearings in early January. Two tragic events concerning the killing of public servants elicited public comment: the murder of a prison officer in Co Armagh in November and of a Garda detective in Co Louth in January. In Northern Ireland, particularly in East Belfast, community tensions, protests and threats associated with the flying of the Union flag at Belfast City Hall from November through to January/February were also publicly commented upon. As in previous years, a significant volume of centrally generated press releases (c.100) was issued over the course of the year.

Examples of more internal Church communications work undertaken by the Press Office included highlighting Disability Awareness Sunday and the role of the Disability Working Group and a focus on the Summer Madness festival held at Glenarm for the first time in its history. The Press Officer, Dr Paul Harron, and Press Office Administrator, Mrs Jenny Compston, continued to enjoy working closely with Diocesan Communications Officers, Diocesan Magazine Editors, the various central committees and organisations affiliated to the Church, and with the editor and assistant editor of the

*Church of Ireland Gazette*. In addition, good, close working relations were maintained with the BBC, RTE and Soul Waves.

Despite the continuing budget constraints, media training was once again delivered, with a Communications Day held in Church House, Dublin on 26 February for Diocesan Communications Officers, Magazine Editors and others working in the field of Church communications, with a particular focus on social media; a communications module was delivered as in previous years to clergy in training at CITI in March; and broadcast training was provided to newly appointed senior clergy with the valuable assistance of the Church and Media Network.

The Press Office continues to be keen to support the many fine efforts of communicators at local – diocesan and parish – level. To that end, it was pleased to once again run the annual CCB communications competition, to recognise the vital work of those producing newsletters/magazines, websites and using social media in situations on the ground.

### **Thanks**

The Board acknowledges with appreciation the contribution of Dr Valerie Jones and Mr Denis Reardon, both of whom stepped down at the end of the last triennium.

## LITERATURE COMMITTEE

### MEMBERSHIP

Dr Kenneth Milne (Chairman)  
Canon Peter McDowell  
Ven Richard Rountree  
Rev Kenneth Rue  
Mr Richard Ryan  
Rev Bernard Treacy OP  
Dr Raymond Refaüssé (Honorary Secretary)  
Mrs Janet Maxwell (*ex officio*)  
In attendance: Dr Susan Hood, Publications Officer  
Dr Paul Harron, Press Officer

### EXECUTIVE SUMMARY

In 2013 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.

### 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 CIP website ([cip.ireland.anglican.org](http://cip.ireland.anglican.org)) was maintained.

The following titles were published in 2012:-

Andrew Brannigan, *Family time*.

Rev Ken Rue (ed.) *Sunday and weekday readings 2013*.

Dr Kenneth Milne (ed.) *Journal of the General Synod 2011*.

### PUBLICATIONS OFFICER

The Publications Officer worked with the authors and editors of the titles listed above and continued to provide advice for aspiring authors and editors.

### GENERAL SYNOD ROYALTIES FUND

The Committee recommended the following grants:-

€37,500 to the Allocations Committee to offset the costs of General Synod/Standing Committee activities relevant to the fund in 2013;

£6,000 for a second printing of Andrew Brannigan, *Family Time*;

€1,000 to Dr Alan Acheson to subvent the publication of ‘Bishop Jebb and the nineteenth-century Anglican Renaissance’;

€1,000 Honorarium for Douglas Appleyard (for work on the Parish Handbook text);

€1,000 Honorarium for the Rev Kenyon Homfray (for work on the Parish Handbook text);

€4,000 to the APCK for the commissioning, drafting, designing and printing of two new leaflets on the episcopacy and liturgy;

€1,000 grant to the Rev Ian Knox as a subvention to the Ulster Historical Foundation's Clergy of Cashel and Emly and Clergy of Leighlin;

€1,000 grant to the Rev Canon David Crooks as subvention to Ulster Historical Foundation's Clergy of Ossory.

€16,000 towards the purchase of stock of certain materials for use in parishes (parish registers, certificates) from the Sunday School Society following the closure of their shop in Holy Trinity Church, Rathmines.

Grants from the fund requested and recommended by the Standing Committee:-

€1,600 to the Liturgical Advisory Committee for the work of the Hymnal Sub-Committee for the Psalter and PRISM projects;

### **ACTION PLAN 2013**

- Develop its structures for promotion and marketing, sales and distribution.
- Promote the use of electronic publishing as well as traditionally printed material to maximise the use of resources.
- Publish three recommended CITI final year student dissertations.
- Work towards the publication of a Church of Ireland parish handbook.
- Work with the Liturgical Advisory Committee on the publication of a marriage service booklet.
- Work with Booklink publishers on the production of a pictorial history of the Church of Ireland.
- Work towards the publication of a Church of Ireland Lent book for 2014.
- Seek to promote the digitization of the *Journal of the General Synod*.

## **BROADCASTING COMMITTEE**

### **Members**

Ms Ruth Buchanan  
Mr Roger Childs  
Rev Eileen Cremin (Chair)  
Very Rev Tom Gordon  
Mr Paul Loughlin  
Rev Dr Bert Tosh

### **In attendance**

Mrs Janet Maxwell: Head of Synod Services and Communications  
Dr Paul Harron: Press Officer

### **Executive Summary**

The Committee's engagement with Soul Waves (formerly RNN) is generating increased Church of Ireland material for local broadcasters. Mr Paul Loughlin and Ms Ruth Buchanan are to deliver some directed media training to Church of Ireland spokespersons. The Rev Dr Bert Tosh delivers annual training on broadcast services to the Ordinands in the Theological Institute. The Committee noted with regret that the Churches Media Network has been obliged to make staff redundant and to cut back its services. The Committee continues to support CMN and is grateful for the assistance it received from this organisation in respect of providing media training to Church of Ireland senior personnel.

### **Church and Media Network**

The Rev Eileen Cremin represented the Committee at the annual conference hosted by the Church and Media Network. The Network directly assists the Church of Ireland with broadcast training for a number of senior clergy, bishops and committee spokespersons and this support will continue in 2012/13 despite cutbacks that the Network has been obliged to undertake. The Committee expresses its thanks to the Network for its continued assistance.

### **Broadcast Training**

The Committee thanks the Rev Dr Bert Tosh for assisting the communications team in providing a short course in communications to the Ordinands at the Theological Institute. Dr Tosh lectured on skills and techniques for broadcast services. Other training was provided courtesy of the Church and Media Network for which the Committee is grateful.

### **Soul Waves Radio**

The most important development for Soul Waves has been the re-branding from what was considered its somewhat staid image as the *Religious News Network* to the more interesting *Soul Waves Radio*. [www.soulwavesradio.ie](http://www.soulwavesradio.ie) The new, more user-friendly website reflects the organisation's desire to enhance its presence on the airwaves via downloads to independent radio stations and to interested listeners. Instead of distributing CDs of religious/social affairs items to stations Soul Waves now distributes via its website, a procedure far more amenable to independent programmers throughout the country.

Since the re-branding launch at the 2012 AGM the site has received some 3,000 visits of which 60% are return visits and 40% are new. The average duration per visit is 5'29" which is good as it indicates that people are listening to the items.

The organisation continues to forge ahead with a very liberal, inclusive and ecumenical agenda. There is also a very strong interest in women's issues and their role in the various churches. Membership of the Soul Waves Board is composed of various religious orders of Roman Catholic nuns and priests and lay people associated with religious orders such as the Jesuits of Leeson Street Lower<sup>1</sup>.

The financial position, though tight, has been improved and the organisation has emerged from near-collapse in 2010 to a renewed viability. This has been made possible by the dedication of its tiny staff and the support of the religious orders determined to maintain their independence. The Church of Ireland support is much appreciated by the Soul waves Board and staff. Having received donations from the Catholic Bishops and others the organisation has some €24,000 in the bank. The real financial position, though, will become clearer when the financial statement is presented to the Board preceding the AGM likely in March or April.

A serious consideration is that Soul Waves Radio has received no revenue from independent radio stations. The general economic downturn has resulted in a steep decline in advertising revenue for stations. This will be discussed at the AGM and future board meetings.

The Church of Ireland's presence on the Soul Waves Board is very welcome and has become involved in a more practical way also. We are suggesting and recording items of particular Church of Ireland interest for inclusion in the Soul Waves output.

Of particular interest was the Eucharistic Congress was the part played by Archbishop Jackson in it. In December there were interviews about the Congress with both Dublin Archbishops. In October there was an interview with the Rev Dr Heather Morris, the first woman to hold the post of President of the Methodist Church in Ireland. Canon Ian Ellis was interviewed on the issue of same-sex partnerships. He appeared also in an interview about *The Church of Ireland Gazette* itself. There were items on the Church's Ministry of Healing, the pastoral ministry, women in the Church, the election of Dr Richard Clarke as Primate and the role of the Church of Ireland as a moral force in the country. There were two interviews with the Rev Darren McCallig on Advent and Christmas and another Christmas item with Archbishop Jackson on the Black Santa collection at St Anne's Church, Dublin. A two-part interview with the new Dublin Development Officer, the Rev Ása Björk Ólafsdóttir, Vicar of Dun Laoghaire Parish was

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<sup>1</sup> Among its members is Mr Peter Dunn, brother of the late Fr Joe Dunn who established the *Radharc* television series and the Catholic Communications Centre. The *Radharc* film archive is jointly held by RTE and the Irish Film Archive. The late Primate, Most Rev Dr Simms engaged the *Radharc* team to make a documentary marking the centenary of the Disestablishment of the Church of Ireland in 1970. The co-operation of the Church of Ireland and the *Radharc* team is emblematic of the many links that existed between the churches over 40 years ago.

carried in January 2013. A wide-ranging interview has been recorded with the Very Rev Victor Griffin now in his ninetieth year and residing in Limavady.

### **BBC**

The past twelve months have been particularly difficult for the BBC with revelations about Jimmy Saville and the resignation of a recently appointed Director General. And at the same time the Corporation is working with a background of financial challenge, partly the result of a decision to freeze licence fee income.

So far as BBC Northern Ireland is concerned the Director, Peter Johnston has stated that it has been a year of challenge and remarkable achievement – technical, creative and editorial. Our services retained their popularity and broad appeal, connecting with audiences in different ways across the schedule.

Religious Broadcasting continues to be an important part of BBC Radio Ulster output. *Sunday Sequence*, ably presented by William Crawley, continues to delve into religious and ethical issues, *Morning Service*, normally an Outside Broadcast from a church reflects a wide variety of styles of Christian Worship, *Thought for the Day* is a place for reflection each morning within a fast moving News and Current Affairs programme, Canon Noel Battye, as he has done for over twenty years, presents *Sounds Sacred* each Sunday afternoon with listeners' requests for their favourite religious music. The high seasons of the Christian Year are marked with special programmes. And we were able to broadcast the Enthronement of Archbishop Richard Clarke.

### **RTE**

2012 was another challenging year for RTÉ Religious Programmes, as the department tried to maintain the quality, volume and scope of religious output against a backdrop of voluntary redundancies and severe budget cuts.

In fact, necessity proved the mother of invention, as RTÉ introduced two new series on television: **The Moment of Truth** and **Beyond Belief**. The former is an interview format, in which Blathnaid ní Chofaigh interviews people who have made life-changing religious and ethical decisions about the context and consequences of their choices. It quickly attracted strong audiences and critical feedback and will be returning in 2013. **Beyond Belief** is a studio-based discussion series, in which Mick Peelo invites an ad hoc panel of guests to explore the religious or ethical dimensions of current affairs. Again, it attracted very positive feedback from viewers and critics and added a welcome reactivity to the Religious Programmes toolbox. It will also be returning in 2013.

**Would You Believe?** continued to offer a broad range of religious documentaries, including a profile of the former Bishop of Clogher, the Rt Rev Brian Hannon and his wife, as they continue to live with his Alzheimers. Archbishop Alan Harper was among the contributors to an examination of St Patrick, which attempted to separate historical fact from hearsay and tradition. Most significantly, however, in terms of the Church of Ireland, was the two-part formatted series **Bishop Undercover**, in which Trevor Williams, eschewed his mitre and crozier to live alongside people on his patch, unsuspected. (“Secret Millionaire without the cheque-book.”) Bishop Trevor says that feedback from the series has been overwhelming. People were very struck, it seems, by the honesty with which he asked searching questions about what a Bishop – and indeed,

what the Church – is for. The series was also acquired by ABC Australia, where it attracted similarly enthusiastic feedback and large audiences.

**The Meaning of Life, with Mr Gay Byrne** offered two series in 2012, with guests ranging from Mr Bob Geldof to former President Mrs Mary McAleese, from Mr Noel Gallagher to Mr Richard Branson. The series continues to attract growing audiences and very favourable critical and audience feedback. (“TV Gold” – Mr John Boland, Sunday Independent.) An episode with Mr Martin Sheen from 2011 was also nominated for an IFTA award. The series returned in early January 2013 and will also be back in the autumn.

**The Archbishops’ Christmas Message** offered an opportunity to cement the partnership of the two Armagh Primates, on air, just a fortnight after Archbishop Richard Clarke was enthroned.

On RTÉ Radio 1, **The God Slot** continues to build a loyal and appreciative audience with its mixture of religious features, discussions and interviews. Also, the station offered seasonal specials: **Why Did He Die?** was an ecumenical theological discussion about the meaning of Easter, on Good Friday, and Mr Aidan Mathews scripted and presented two very well-reviewed seasonal talks at Easter and Christmas. The **Festival of Nine Lessons and Carols** and the **National Service of Remembrance** were two liturgical high-points in our output, both from St Patrick’s Cathedral, Dublin, and both produced in-house again this year.

**The International Eucharistic Congress** was a major challenge in 2012: a Catholic event of international significance, which demanded extensive coverage on TV, Radio and online, but also contextualisation and analysis. The IEC organisers tried hard to include ecumenical dimensions in the event and RTÉ Religious Programmes were pleased to be able to reflect these, including Archbishop Michael Jackson in our radio analysis on **The God Slot** and our live OB coverage.

The scope and quality of **regular broadcast worship** output was maintained on radio and television, with output covering all 32 counties, despite reduced budgets. This was achieved, in part, through simulcasts and shared output between TV and Radio, but also through a generous sharing of one radio service per month by BBC Northern Ireland. These arrangements proved successful and will continue in 2013.

### **Thank you**

The Committee acknowledges the ongoing contribution made in religious programming by so many in our Church. The Committee again thanks all those people who write and deliver scripts, take part in discussions and conduct worship to make this programming output possible. Without their contributions, our output would be poorer. Religious programming more than many other types of broadcast content is dependent on the commitment and willingness to participate on the part of a huge number of people, including the members of our own committee, also Dr Paul Harron leading our press office staff and diocesan communications staff as well as clergy and laity from across the Church. We continue to be grateful to every one of them.

## APPENDIX G

### CHILDREN’S MINISTRY NETWORK

The Rt Rev Alan Abernethy (Chairperson)	Rev Kathy Trimby (Tuam)
Mrs Alison Jones (Meath & Kildare)	Rev Anne Skuse (Cork)
Mrs Joanne Quill (Kilmore)	Mrs Tammi Peek (Derry & Raphoe)
Ms Julie Currie (Down & Dromore)	Mrs Wendy Houston (Clogher)
Mrs Margaret Fullerton (Connor)	Rev Ian Ellis (Board of Education NI)
Rev Anne Taylor (Dublin & Glendalough)	Dr Kenneth Fennelly (Board of Education IR)
Rev Bary Paine (Armagh)	Rev Sarah Marry (Sunday School Society)
Rev James Mulhall (Cashel & Ossory)	Mr David Brown (Church of Ireland Youth Department)
Rev Jane Galbriath (Limerick)	

The Children’s Ministry Network (CMN) was set up in 2011 to serve the needs of those involved in children’s ministry throughout the dioceses through the diocesan network representatives. Three areas that the Network focuses on are support for local leaders and clergy, training through local and national events and providing up-to-date information on resources.

The plan is to hold local events in each diocese which provide training and support for those engaged in children’s ministry. Many different events have been organised by the Diocesan representatives and include training for leaders, children’s fun days, bible clubs and camps. Most Dioceses have new Sunday Clubs or children’s groups starting and this is a very encouraging result of the Network being formed.

**Website** – a website was set up – [www.cmn.ireland.anglican.org](http://www.cmn.ireland.anglican.org) – this promotes events and provides information on training and resources.

**Logo** – The network would like to thank Ms Vicky Jones for designing a logo. The twelve children in the logo depict the twelve dioceses.

**CGMC** – The Consultative Group on Ministry among Children (CGMC) – hold two conferences each year. Five of the Diocesan representatives have attended these events.

**Building Blocks Children’s Ministry Conference** – this event which is held annually is promoted by the representatives in the dioceses. Over half of the people who attended in 2012 were from Church of Ireland parishes throughout Ireland.

**The Children’s Ministry Course** has been held in four different dioceses and 150 people have attended. The Course is administered from the Church of Ireland Theological Institute and facilitated in the dioceses by the Network representatives. It will be held in Clogher Diocese in 2013/14.

#### **Diocesan Reports –**

**Cashel & Ossory** – There was a diocesan children’s event on Good Friday when there were activities, lunch and worship. There have been nine summer camps held and two new Sunday Clubs started. Eleven completed the new Children’s Ministry Course in

Dublin and another three are attending the course in Cork. A number of Sunday School teachers and clergy attended *The Building Blocks* Conference. At Diocesan Synod there was scheduled time for the Children’s Officer to report on children’s ministry.

**Clogher** - There were two training evenings for children’s ministry leaders in Enniskillen and Monaghan. A Children’s and Youth Club in Clones Parish was recently established. In November 2012 Mr Bob Hartman led a training event hosted by Rossorry Parish. Plans are in place to assist Sunday School leaders in rural border parishes to organise and lead Easter Bible clubs. The future plan is to hold the Children’s Ministry Course in the Diocese in 2013/14.

**Connor** - There have been three praise parties held each with the theme of ‘Running the Race’. These were led by Ms Karen Webb and Mr John O’Neill (Church Army). The Diocese is also considering ways to develop Children’s ministry as part of our vision strategy, engaging culture, empowering ministry and effecting change.

**Cork** – Parishes have now been visited by the Network Representative and feedback has been the need for training, resources and support. There was a Children’s Ministry Education Day (CME) with clergy, led by Mr Nick Harding, and the findings from research in the diocese were presented. There was also a dedicated slot at Diocesan Synod to report on children’s ministry in the dioceses. The Children’s Ministry Course is being held in Cork and forty-nine are attending and this is facilitated by the Network Representative.

**Derry & Raphoe** – 60 people attended a resource evening in December facilitated by the CMN representative at which Ms Julie Currie showed a wide range of resources. A second resource evening of Lent and Easter craft, prayer and storytelling ideas was held in February. This is being repeated so that as many people as possible can attend. Seven members of the diocese are doing the Children’s Ministry Certificate Course. A Children’s Ministry Network (CMN) representative has been co-opted onto the Board of Religious Education.

**Down & Dromore** – Each year our diocese organises around 220 separate regular initiatives for children, complimented by another 39 holiday Bible clubs. In all, yearly attendance approaches 5,300 -led by a small army of 800 leaders. Our Children’s Officer, Julie Currie, supports this through a busy programme of training, resource provision, advice, schools’ work, direct parish work and a focus on children in need and last year organised our first Children’s praise party for 300 children and 90 leaders.

**Dublin & Glendalough** – The CMN Representative is a member of the Sunday School Society committee, Diocesan Board of Education and chairperson of the Building Blocks Children’s Ministry Conference Committee. Training for leaders was held in October by the Sunday School Society (SSS) and in November by *Building Blocks*. There was a clergy lunch with Mr Bob Hartman held in conjunction with *Building Blocks* in the Church of Ireland Institute (CITI). The Diocesan Kids Summer Camp, has been reviewed, and will be held in St Columba’s College in July 2013.

**Kilmore** –Neighbouring parishes Derrylin, Florence Court (Kilmore Diocese) and Ballnaleck (Clogher Diocese) area have joined together to form a children/teens group. There were five holidays bible clubs held in 2012. Some Sunday School leaders attended the resource evening run by Clogher Diocese. Carigallen Sunday School in Co Cavan has started again after several years without one.

**Limerick and Killaloe**- There have been a series of diocesan meetings covering issues relating to ministry of children/teens. The Youth Council (UDYC) hold MADD Days for senior national school children. Music, art, drama and dance all worked into a liturgical act of worship. These events are particularly beneficial for parishes with few children.

In 2013 a diocesan children's event is planned and Mr Peter Privett and Ms Rebecca Nye will provide a three day accredited course in storytelling. St Patrick's Church, Kenmare are planning to build a new room such is the demand for their Fun and Faith Programmes for under-5's.

**Meath & Kildare** – There are a good range of organisations developing for young children; Sunday School, Girls' Friendly Society (GFS), Boys' Brigade (BB), Badminton, Junior Choir, Youth Club etc. Three new Sunday Clubs have recently started, two of which meet during the week. A great team of leaders are behind each organisation. This excellent work at parish level is extremely heartening, resulting in a marked growth in Children's ministry.

**Tuam** – The Network Representative is researching what is happening in children's ministry in parishes and in schools. From discussion the need for training was highlighted and a training event is planned for February 2013 in Westport. The Diocesan Board of Education has offered funding. There has been one new Sunday Club started and there was a Diocesan Fun Day held.



## APPENDIX I

### SUBMISSION TO THE STANDING COMMITTEE FROM THE EU SINGLE FARM PAYMENT WORKING GROUP

#### Background

The Church of Ireland in the Republic of Ireland is a rural Church – in the 2006 Census only 60,459 or 48% of its total population of 125,585 lived in towns with a population of 5,000 or more – so policies having an impact upon rural families and communities affect directly the lives of the majority of church members. In Northern Ireland, 65% of the Church of Ireland population is comprised of urban dwellers, but there are still 90,000 church members who live in rural communities and who will be directly affected by changes in rural policy. The Single Farm Payment, which may comprise the entirety of farm income, has an impact upon the lives of more than 150,000 Church of Ireland people, on both sides of the border, whether they be farmers, or members of farming families, or they be business people, or be dependent upon the trade and commerce of rural communities. Cuts in the Single Farm Payment, or changes in its administration, have the potential to affect the lives of 40% of the membership of our Church.

But our concern must be with more than defending the interests of our own community, as a Church that seeks an ordering of society based on Biblical principles, the Church of Ireland must speak for justice and compassion in the implementation of government policy. At the most local level, the Church needs to be sensitive to the pastoral issues raised by reforms; it must understand the changes faced by rural communities; clergy need to be able to understand the situation confronting the people of their own parishes.

The Church of Ireland Working Group on the Single Farm Payment endeavoured to address the issues raised by potential Common Agricultural Policy reforms at the level of practical implementation and at the level of ethical principle.

Data available from government agencies points to the Single Farm Payment as being essential to the well-being of rural families and communities and the group was concerned at the lack of appreciation of the economics of farming in wider society.

The group also considered the philosophy of the Common Agricultural Policy as expressed in the Treaty of Rome of 1957, believing the values expressed in the Treaty to be in accordance with our values as Christians and asked how those values might be expressed in a reformed policy. The Common Agricultural Policy arose from the situation faced by a continent recovering from the worst war in history. It embraced the principles of food security, food quality, conservancy, vitality in rural life and maintenance of the environment; at the heart of CAP was a cheap food policy. The Working Group believed there was little public understanding of how the implementation of CAP had affected the lives of every European

citizen as expenditure on food as a proportion of household spending declined over the decades.

Mindful that the Working Group was approaching the question of CAP reform from a Christian perspective, it was felt that discussion should be shaped by a criterion reflecting Christian teaching and, given the emphasis the Church places upon the family, it was believed that priority should be given to policy should be shaped in a way that supports family farms and family life in rural communities.

### **The Single Farm Payment as a vital component of farm income**

On 22<sup>nd</sup> May 2012 Teagasc, the Irish agricultural and food development authority, published the initial results of their National Farm Survey. The survey found that, ‘average farm income in 2011 reached its highest (nominal) level ever, with average income of €24,861. This was a 32% increase on the 2010 income (€18,789)’. Teagasc urged a note of caution when reading such statistics, ‘While 2011 was a very good year (with record income of €24,861), it should be remembered that this information reflects incomes from last year only, and does not capture the effect of price drops and input cost increases that have already occurred in 2012’. The Teagasc report notes that, ‘average direct payments were €17,944 or 72% of average farm income’. In the best year ever recorded, direct payments still amounted to almost three-quarters of farm income.

In Northern Ireland, figures provided by the Department of Agriculture and Rural Development for 2010 show the critical place of the Single Farm Payment in farming economics. Total income (profit) from farming in 2010 was £274 million, while the Single Farm Payment in the Province in 2010 was approximately £300 million; the Single Farm Payment exceeded total profit, more than £20 million of it being absorbed into the running cost of farms. Without the Single Farm Payment in Northern Ireland in 2010, the aggregate income from agriculture would have been a negative sum.

Single Farm Payment reform has huge potential impact; it could change the very nature of rural society.

### **Conflicting values**

Farmers do not speak with a single voice; there are those who believe that it should be made on the basis of productivity and those who believe the reformed Single Farm Payment should be made on flat rate basis, according to the hectarage of the farm. The Working Group noted that there are strong ethical and Biblical arguments in support of both positions.

The reward of work and productivity has been something stressed in Church of Ireland teaching. Jesus speaks of the labourer being worthy of his hire, and the Parable of the Talents points to the greatest reward going to those who had produced the most, and the one who is unproductive losing his payment.

A strong lobby argues that administering the Single Farm Payment on the basis of productivity is conducive to food security in an uncertain international environment and to the

long-term viability of farming; it would push farms towards greater efficiency, output and profitability. Profitability derived from greater efficiency and greater output would shift agriculture toward the realm of conventional economics and reduce dependence on direct payments. It is contended that the Single Farm Payment administered without reference to productivity inhibits progress towards efficient and viable farms and does not secure the long-term future of rural communities, nor long-term food security.

While Church teaching might be adduced to endorse a policy that rewards productivity, the Church believes there is more to life than the material, ‘man shall not live by bread alone’, says Jesus. The Single Farm Payment has ensured the survival of the social capital of rural communities.

There are farming communities, particularly in the West and South-West of Ireland which have not the capacity for substantial improvements in efficiency, and a Single Farm Payment administered on the basis of productivity would bring a shift of income away from such communities. A specific purpose of the Common Agricultural Policy was to sustain rural life; communities already disadvantaged, and facing the problems of depopulation and rural isolation, cannot afford any loss of income.

That there is a real tension between the desire to use the Single Farm Payment to promote efficiency and profitability, on the one hand, and the desire to use it to support marginal farms and to preserve rural communities in disadvantaged areas, on the other, has often gone unacknowledged, agriculture being perceived by many outside it as a monolithic entity.

### **The voice of the Church**

It is not the place of the Church to advocate particular policies, but it is the place of the Church to call attention to Biblical and ethical principles.

Guided by a concern for family and community, the Working Group believes the Church of Ireland should urge that the Single Farm Payment be administered by the respective Departments of Agriculture in a way that gives priority to family farming and rural development.

Particular concerns expressed by members of the Working Group and by those who made submissions included:

- that there be good stewardship of the various schemes so that monies available be used to optimum effect and to support the most vulnerable;
- that government publications and forms be laid out and written in such a way as to be accessible to all members of the farming community, and that department employees be sensitive to those for whom the need to deal with officials is a difficult and, sometimes, intimidating process;

- that the ‘greening’ proposals contained within proposed reforms be administered in a way that is sensitive to family farms where particular requirements might entail undue costs for smaller farms;
- that the declining number of family farms might prompt initiatives, such as the encouragement of partnerships, that would allow young new entrants to farming and rejuvenate communities;
- that the reference year for the Single Farm Payment be not 2014, which will create an upward speculative pressure on land prices and rents and militate against family farms, but be based on the recent past, perhaps an average of 2010-2011;
- that proposals for change be implemented only after the full likely impact of such proposals has been assessed;
- that change be implemented with sensitivity toward those for whom farming is their life. If farms are deemed no longer viable, what are people and communities to do?

### **Action**

The Working Group believe that persons competent to speak for the Church of Ireland, members of the House of Bishops or the Honorary Secretaries, should make representations to Ms Michelle O’Neill MLA, Minister for Agriculture and Rural Development in Northern Ireland, and to Mr Simon Coveney TD, Minister for Agriculture, Food and the Marine in the Republic of Ireland. Such representations would not be to engage in discussion of the details of policy, but to express the Church’s concern that matters of principle be addressed and to ask how the respective ministers intend to deal with these issues.

The Group also believes that it is important to create awareness within the Church of what changes are proposed and how these would affect people and parishes. Pastoral and practical guidelines should be available. Clergy should be able to understand what is happening in rural communities in order to respond pastorally. At a practical level, clergy and select vestries need to be aware that a substantial reduction in the Single Farm Payment in particular communities would create serious problems for both rural parishes and rural dioceses.

## APPENDIX J

### HARD GOSPEL IMPLEMENTATION WORKING GROUP

The Working Group was reappointed by the General Synod in May 2011 with the following Terms of Reference:

#### Hard Gospel Implementation Group

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

Rev Andrew Forster

Mrs Ethne Harkness

Mr Geoffrey Perrin

The Rt Rev Trevor Williams (Chair)

Rev Gillian Wharton (January 2012)

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

The two issues to be prioritised during the final year of the Working Group's life were identified as:

- Progressing participation of women
- Progressing participation of younger people.

### **Progressing participation of women**

The Working Group sought the assistance of the Rev Canon Doris Clements to assist with research in respect of women’s participation, in particular the analysis of results of elections to governance and decision-making structures for the new Triennium. The Working Group requested that the resolution passed at General Synod 2011 should be drawn specifically to the attention of Diocesan Secretaries when communications regarding the business at General Synod were sent to the dioceses and this was done. Canon Clements then analysed the results of elections at diocesan and central level in the triennial year and the resulting graphs may be viewed at <http://ireland.anglican.org/genderparticipation>

The outcome of this analysis was that there had been relatively little change in the participation levels of women in most dioceses and that women remain significantly under-represented on decision-making bodies in the Church, particularly in respect of finance and appointments.

The Hard Gospel Implementation Group asked the Honorary Secretaries to give a view on introducing a quota system for representation of women in dioceses, but the Honorary Secretaries were reluctant to pursue this approach until further efforts had been made in other ways to raise participation levels of women, because the current system does not easily lend itself to the introduction of a quota.

The committee decided that General Synod should consider a resolution that would be transmitted to diocesan synods requesting diocesan bishops and diocesan bodies to actively encourage the nomination of female candidates in elections to diocesan synods and councils and to their boards and committees.

### **Progressing participation of younger people**

The Rev Gillian Wharton joined the committee in January 2012 to assist in developing a proposal to enable more younger people to be elected to the General Synod.

Mr David Brown, Head of CIYD has assisted the Working Group with research into mechanisms to increase youth engagement in church life, particularly with a view to encouraging young people to progress from specifically ‘youth’ activities into wider church participation. Examples from Down and Dromore and Dublin and Glendalough dioceses were considered as were models used in other parts of the Anglican Communion.

The model of Young Observers outlined by Mr Brown is recommended to dioceses by the Hard Gospel Implementation Group as one model to increase the participation of young adults. In terms of both youth ministry and young adults, the Group would encourage the other recommendation of CIYD, that parishes and dioceses should actively seek opportunities to integrate young members into the life of the Church, while continuing to provide youth ministry as an independent aspect of work. The committee shared the view expressed by Mr

Brown, on behalf of CIYD, that youth ministry needs to be both independent and integrated into the core life of the Church.

In addition, the Hard Gospel Implementation Working Group felt that the Church should take stock of the important role played by chaplains in educational institutions, who provide an important link between youth ministry at the parish level, and future involvement in the Church as a young adult. The HGIG expressed concern that third level chaplaincies are facing real challenges to their continued existence. These chaplains play an important role in the spiritual formation of a section of our church leadership for tomorrow.

### **Other representational issues**

The Group also considered issues that might create a greater dynamic in committee membership. The Group considered automatic re-nomination of sitting members of elected bodies and asked the Honorary Secretaries to consider bringing the suggestion to Standing Committee that fresh nominations should be required for all members at each election.

On the issue of whether staff of the Church should be restricted from holding elected positions on decision-making bodies, the Group recognised that there are committees where there is limited or no likelihood of conflict of interest as well as occasions where a conflict of interest is likely. This may be an issue for further consideration on the part of the Church.

The Group also considered whether linking representation to residency would have an affect on the future representation of women or young people, but, following consultation with the Honorary Secretaries, concluded that this was not demonstrated.

On the issue of a maximum age for General Synod members the Group took soundings but felt that there is no consensus on this issue at present. The Group felt that there might be equality issues to be considered. Although the Group decided not to suggest legislation on this subject at present, they recommended that the subject should be actively monitored.

The Honorary Secretaries suggested to the Group that issues regarding representation might be kept in mind and considered again at the next overall revision of the Constitution, rather than in a piecemeal fashion.

### **Conclusion**

The Hard Gospel Implementation Working Group has raised the issues of female and youth participation in its annual report to General Synod and by way of a resolution communicated to Diocesan Synods. The Working Group believes that more substantive and active promulgation of the desirability of these objectives is needed at diocesan and parish level in the period before elections take place in order to raise awareness among electors and to enable a more thoughtful process of nomination to take place. Committees in the Church of Ireland are elected from the bottom upwards. The process begins with the election of diocesan synod representatives by parishes and this is where the initial information process is required. Many diocesan synods seek nominations in advance of the meeting or at the meeting or allow for the re-nomination of sitting members. Both of these approaches make it less likely that younger

people or women will be nominated in response to a communication from the General Synod read out at the meeting itself.

Our final recommendation is that Diocesan Secretaries and Honorary Secretaries of diocesan synods with diocesan bishops should be tasked with raising awareness of the desire of the General Synod to increase the participation levels of younger people and women in representational structures and decision-making bodies in advance of the next triennial elections. All members of the Church should encourage women and younger people to allow their names to be considered as we try to widen the experience in our committees and to introduce a new generation to the responsibilities of good governance for our Church.

**ADDENDUM TO REPORT OF THE HARD GOSPEL IMPLEMENTATION  
WORKING GROUP**

**DRAFT RESOLUTIONS FROM HARD GOSPEL IMPLEMENTATION WORKING  
GROUP TO GENERAL SYNOD MAY 2013**

“that in 2014, each committee of the Church shall review its membership with a view to introducing new members, expanding the diversity of participants to reflect the membership of the Church particularly in terms of age, gender, geographical location, churchmanship and inclusion of recently arrived migrant groups, and to ensure the provision of experience relevant to the specific function of the committee:”

“that diocesan bishops with diocesan synods and councils shall present the statistics on gender participation to diocesan synods and discuss the issue of gender participation in these decision-making bodies and subsequently, the diocese shall engage with parishes and with diocesan synods and councils in respect of future elections to committees and boards with a view to increasing the participation of women in decision-making bodies of the Church.”

**APPENDIX K**

**HISTORICAL COMMERATIONS AND CENTENARIES WORKING GROUP**

Membership

The Rt Rev FJ McDowell, Bishop of Clogher

Ven Robin Bantry-white

Dr Kenneth Milne

Professor David Hayton (co-opted)

Rev Earl Storey (in a consultative capacity)

Ven Richard Rountree (observer from the Liturgical Advisory Committee)

Dr Paul Harron (*in attendance*)

The Working Group (WG) continues to meet, almost exclusively by teleconference, to discuss possible future events.

The WG organised a Symposium on the Ulster Covenant, entitled *Sober Reflections* and held on 24 March 2012 in Moira Parish Centre. The Keynote speaker was Professor Lord Bew and other contributors included 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 of the border and feed back was extremely encouraging.

A second Symposium is currently being planned to look at the legacy of the 1913 Dublin Lockout. At time of writing it is hoped that this will take place in Liberty Hall Dublin and will provide an opportunity to examine some of the social and economic factors which shaped modern Ireland. In this way the WG hopes to provide some balance to the overwhelming emphasis on political and constitutional matters which are expected to dominate the decade of commemorations.

## APPENDIX L

### HISTORIOGRAPHER'S REPORT

At the outset, reference must be made to the observance of the 'decade of centenaries' upon which both political jurisdictions on the island are embarking. The Church of Ireland is engaging officially with the decade through a group established by the Standing Committee in 2011, and whose remit is 'to advise and make recommendations on the historical, theological/pastoral and logistical aspects' of the commemorations. Already, under the auspices of this group, a conference on the Ulster Covenant of 1912 has been held in Moira, County Down, which was supported by a large and representative attendance, and attention is now turning to the sequence of events that began with the Dublin Lockout of 1913. While this event was very largely concerned with issues of social justice, it can also be seen as being an element in a continuum with the major political and constitutional movements of the ensuing years that had such implications for both North and South.

The Church of Ireland Historical Society is acknowledging in its lecture programme the relevance for the Church of the 1912-22 period. Likewise, the Autumn 2012 issue of *Search* devotes three articles to a consideration of 'the decade', and Catalyst's sixteenth pamphlet is entitled *Commemorations: help or hindrance to a better future*.

An anniversary that is noteworthy for the Church of Ireland itself is that of *The Church of Ireland Directory*, which made its first appearance in 1862. To mark 150 years of publication, the first edition has been digitised under the auspices of the RCB Library, whose topical 'Archive of the month', 'selected by Dr Susan Hood, is a regular source of interest.

Mr Brian M Walker's *A political history of the two Irelands: from partition to peace* has a chapter entitled 'Remembering and reclaiming: commemorations and identity, 1960-2011'. While on the matter of commemorations, it is worth noting, in this the 125<sup>th</sup> anniversary year of the introduction of the Mothers' Union to Ireland, the publication of *Root and Branch: the Mothers' Union in Cashel and Ossory 1892-2011* and Dr Margaret MacCurtain's chapter on Dr Hilda Tweedy in Alan Hayes (ed), *Hilda Tweedy and the Irish Housewives Association*.

A major event for commemoration, indeed celebration, was the 350<sup>th</sup> anniversary of the publication of the *Book of Common Prayer* in 1662. An exhibition to mark the occasion was mounted in the crypt of Christ Church Cathedral, Dublin (where the BCP was introduced to Ireland). Exhibits included items from the Representative Church Body Library, St Canice's Cathedral Kilkenny, and the collection of Canon Roy Byrne, whose fully illustrated catalogue was published by the Cathedral. This is an appropriate point at which to record that the Very Revd Gilbert Mayes, formerly Dean of Lismore, and to whose liturgical expertise the Church of Ireland owes so much, donated his valuable liturgical library to Christ Church Cathedral, Dublin.

As usual, the past year has seen the publication of several titles either dealing specifically with Church of Ireland topics, or which, while perhaps neither theological nor ecclesiastical in

subject matter, are of relevance. Two volumes about the Rev Charles Maturin, the Gothic novelist, have appeared: Dr Christina Morin, *Charles Robert Maturin and the haunting of Irish Romantic fiction* (Manchester University Press) and Mr James Kelly, *Charles Maturin: (Four Courts Press)*.

There have, as usual, been a number of publications dealing with individual cathedrals and parishes. New general guide books to at least two cathedrals have appeared (St Anne's, Belfast and Christ Church, Dublin) as well as more specialist titles such as Mr Albert Fenton's *Past Lives: the memorials of Saint Patrick's Cathedral, Dublin* and Dr Stuart Kinsella's *Monuments of Christ Church Cathedral, Dublin*. What is particularly reassuring about such recent publications on Church of Ireland subjects is their observance of the apparatus of the professional historian. Furthermore, while it is indeed to be welcomed that so many writers of other Church traditions (and none) are attracted to Church of Ireland themes, authors from within the Church of Ireland figure significantly at least where historical subjects are concerned.

Parish churches that have received attention include Ms Brigid Clesham's *St Nicholas Collegiate Church, Galway* ('Ireland's largest medieval church), Mr John Stokes Powell's *Portarlington 1800-1850* and Ms Mary McHugh's *Mullabrack* (Armagh). A further manuscript from the archive of Christ Church Cathedral, Dublin, (edited by Brent A Pitts) has been published under the title *Estoire de L'Evangile*, while Canon DWT Crooks and the late Rev Iain JE Knox have continued their invaluable work on the succession lists with a new and much revised edition of Archdeacon Seymour's *Clergy of Cashel and Emly*.

This year has also seen the inauguration at the National University of Ireland, Maynooth of a Centre for the Study of Irish Protestantism, which has to be of considerable interest to the Church of Ireland, and is likely, one assumes, to contribute in due course to our historiography.

Dr Kenneth Milne

**APPENDIX M**

**PARISH DEVELOPMENT WORKING GROUP**

**REPORT 2013**

**COMMITTEE MEMBERSHIP**

Mrs Brigid Barrett (Administrator)  
The Rt Rev Kenneth Clarke  
Rev Paul Hoey (Chair)  
Rev Ruth Jackson Noble  
Mrs Carolyn O’Laoire  
Mr John Tyrell

Parish Development has been a feature of the life of the Church of Ireland for almost 10 years. In that period we’ve run three 2-year programmes in which almost 70 parishes have participated.

It’s always hard to quantify the impact such an initiative has had – we could point to church buildings that have been revamped; community projects that have begun or congregations that have grown numerically. But often it is the more hidden impact that is equally significant: the person once on the fringes of the Church is now more deeply committed or the fact that the atmosphere in a parish has changed because decisions are now made by a team rather than an individual.

The programme has had a number of core components: a preparation course that enables a parish to hold up a mirror to itself and begin to assess what needs to change; a parish team whose task is to steer the process and build a sense of ownership; a conference and other meetings designed to motivate by sharing new ideas and tried resources; and a period of external facilitation to help the parish as it works out and begins to implement its action plan.

But it’s only right that something designed to help others develop and grow should itself be subject to review and redevelopment. So the Church21 Working Group, after a period of reflection and consultation, is now committed to taking a rather different approach to parish development in the Church of Ireland from this point on.

We do so for a number of reasons:

First, the scene in the Church of Ireland is changing; three dioceses have appointed their own parish development officers and others aspire to move in a similar direction. In addition some dioceses have developed ministry programmes that have an element of overlap with Church21. This means that another Church21 programme would be unlikely to attract parishes in the same way that it has in the past.

Second, it’s unlikely in the present financial climate that we would be able to find the resources to run another programme in the same format. In the past the Priorities Fund has been enormously generous in enabling parishes to undertake the programme and some funding has also come from the Representative Body as well as a few external grant-aiding bodies. We are grateful for this support. But we could not be confident of finding further finance for a future programme.

However, while we are delighted that some of the bigger dioceses are now able to put in place structures and officers to ensure that parish development becomes a key component of the mission of those dioceses, we are concerned that smaller dioceses wanting to encourage their parishes to engage with parish development but with fewer resources of their own to do so should not be disadvantaged.

Accordingly, we are now embarking on a new phase of parish development within the life of the Church of Ireland that will involve five key components:

1. The establishment of a Network of Parish Development, bringing together those with experience in this area and drawing on the gifts and ideas of interested people from each of the dioceses.
2. The compilation of a common pool of resources, including tools and models developed as part of the Church21 process, to be made available to any parish wanting to embark on its own journey of development.
3. The drawing together of a pool of facilitators who would be willing to serve parishes that would value the objectivity such external guides can bring to a process of development.
4. The running of a bi-annual all-Ireland Parish Development Conference to stimulate interest in and ideas for any parish that is considering embarking on a parish development process.
5. The maintenance of a small steering group to co-ordinate the above and to take general responsibility for communication and for the promotion of parish development.

The first of these objectives is already in hand with a planned gathering of key people in the field of parish development happening very soon.

The process may look somewhat different but we are convinced that Parish Development still has a vital role to play in the life of the Church of Ireland.

**INCOME AND EXPENDITURE ACCOUNT****Year ended 31 December**

	2012 €	2011 €
<b>INCOME</b>		
Contributions from dioceses	559,667	572,279
Contributions from individuals	-	120
Deposit interest	673	677
Dividend income	29,960	29,542
	<u>590,300</u>	<u>602,618</u>
<b>EXPENDITURE</b>		
Administration expenses		
Salaries and PRSI	23,025	23,025
Organiser's and Committee expenses	4,814	4,042
Printing and stationery	7,096	2,896
Postage and photocopying	2,104	462
Miscellaneous and transfers	2,452	3,687
	<u>39,491</u>	<u>34,111</u>
Grants and loans		
Ministry	91,886	120,665
Retirement benefits	1,888	2,816
Education	125,763	120,121
Community	62,461	126,302
Areas of need	46,859	40,831
Innovative ministry	32,094	44,929
Outreach initiatives	153,949	208,013
	<u>514,900</u>	<u>663,677</u>
Total expenditure	<u>553,982</u>	<u>697,788</u>
Surplus before currency exchange	35,909	(95,170)
Currency movement for year	(2,312)	4,416
Surplus/(Deficit) for the year	<u>33,597</u>	<u>(90,754)</u>

**FUND ACCOUNT****Year ended 31 December**

	2012 €	2011 €
<b>CURRENT ASSETS</b>		
Cash in bank	96	23
Cash on deposit	327,033	288,742
	<u>327,129</u>	<u>288,765</u>
<b>CURRENT LIABILITIES</b>		
Loan for Priorities Fund purposes	(48,760)	(43,760)
PAYE/PRSI	(4,806)	(4,806)
	<u>(53,566)</u>	<u>(48,566)</u>
<b>INVESTMENTS</b>		
Investments held by RCB in trust at cost	672,721	672,488
<b>NET ASSETS</b>	<u>946,284</u>	<u>912,687</u>
<b>FUNDS EMPLOYED</b>		
Balance at 1 January	912,687	1,003,441
Surplus / (deficit) for the year	33,597	(90,754)
Balance as at 31 December	<u>946,284</u>	<u>912,687</u>

**ACCOUNTANTS' REPORT**

The Standing Committee is responsible for preparing the Income and Expenditure Account and the Fund Account for the year ended 31 December 2012. We have examined the above and have compared them with the books and records of the Fund. We have not performed an audit and accordingly do not express an audit opinion of the above statements. In our opinion the above statements are in accordance with the books and records of the Fund.

PricewaterhouseCoopers  
Chartered Accountants  
Dublin  
March 2013

## APPENDIX O

### WORKING GROUP ON DISABILITY

#### Membership

Rev Canon Dr William Murphy (Chairperson)

Mr James Clarke

Dr Timothy Jackson

Mr Ian Slaine

Mrs Audrey Tormey

Rev Malcolm Ferry

Mrs Carol Ferry

The Rt Rev Trevor Williams

#### TERMS OF REFERENCE

In March 2005, the Standing Committee established the Working Group on Disability to address issues concerning disability that affect the Church of Ireland and to consider the implications of legislation in both jurisdictions. The Church of Ireland is periodically invited to comment on consultation documents, white papers and draft legislation. It was envisaged that a working group with expertise in this area would be in a position to prepare considered responses on behalf of the Church.

#### DISABILITY AWARENESS SUNDAY

Resources for *Disability Sunday* (the third Sunday in November) were posted on the Church of Ireland website. A very helpful article by Dr Paul Harron, the Church of Ireland Press Officer was made available to Diocesan Information officers and was also published in the Church of Ireland Gazette. It was entitled: *Make Disability Awareness your Focus in Church on Sunday 18 November 2012*, and referred to resources available for service preparation.

#### NEW MEMBER

The working group are delighted to welcome Mrs Audrey Tormey to the committee. Audrey lost her sight in early childhood and will undoubtedly make a valuable contribution to the work of the group.

#### RAISING AWARENESS INTERVIEW

Dr Paul Harron conducted in-depth interviews with two members of the committee, Mr James Clarke and Mrs Tormey, and these were published in the *Gazette* prior to *Disability Awareness Sunday*. Mrs Tormey highlighted the need to heighten people's knowledge and awareness of disability and to discover alternative ways of doing things. Mr Clarke is a dairy, beef and sheep farmer from Adare whose main concern is access to church buildings. He believes strongly that disabled people should not have to ring up a church in advance to see if it is accessible – the assumption should be that it is.

#### CONSULTATION ON GENERAL SYNOD LOCATION (2012)

Representatives of General Synod met with some of the Working Group members to discuss the use of Christ Church Cathedral for the 2012 General Synod. Issues highlighted included the difficulty of wheelchair access to both the Cathedral and the crypt, the poor lighting in the crypt, and the power cables throughout the Cathedral. As

the Synod will be held in Armagh in 2013 the concerns of the Working Group concerning access will not be an issue in 2013 but careful consideration needs to be given to future locations.

### **THE CHURCH OF IRELAND THEOLOGICAL INSTITUTE**

A seminar on disability awareness for final year students in the Institute is now included as part of the curriculum for ordinands and is intended to encourage them in their thinking through the issues involved in inclusivity for disabled people in the Church.

### **WORKPLAN**

The working group has certain priorities in its planning for the future.

- a) To make people think beyond disability and towards access for all;
- b) to make people aware of the legislation in the Republic of Ireland and Northern Ireland and outline the implications of the same;
- c) to make people aware of key issues involved in making sure properties are accessible.

## APPENDIX P

### STANDING COMMITTEE INCOME AND EXPENDITURE ACCOUNT

	Notes	2012 €	2011 €
<b>INCOME</b>			
Representative Church Body		605,454	598,702
Refund excess allocation to RCB		(29,933)	(27,838)
Deposit Interest	2	8,013	9,564
Royalties Fund Income		13,868	24,491
Grants/Contributions		20,272	11,972
		617,674	616,891
<b>EXPENSES</b>			
Facilities provided by RCB		269,444	265,871
General Synod Expenses	5	37,916	46,330
Miscellaneous Expenses	6	33,087	42,262
		340,447	354,463
<b>OPERATING SURPLUS FOR THE YEAR</b>		<u>277,227</u>	<u>262,428</u>
<b>DISBURSEMENTS</b>			
Ecumenical and Anglican Organisations	3	111,467	93,354
Central Communications Board	4	125,948	103,964
Grants paid to Church Organisations			
- To Support Allocations – Royalties Fund		37,500	37,500
Church of Ireland Marriage Council		15,001	10,380
Royalties Fund Expenditure		12,440	110,165
Safeguarding Trust		5,871	1,188
		308,227	356,551
(Deficit) for year		(31,000)	(94,123)
Balance 1 January		414,307	506,587
Currency translation adjustment		2,022	1,843
Balance 31 December		385,329	414,307
<b>FUNDS EMPLOYED</b>			
Cash held by RCB	7	385,329	414,307

## ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Income and Expenditure Account for the year ended 31 December 2012. We have examined the above and have compared it with the books and records of the Fund. We have not preformed an Audit and accordingly do not express an audit opinion on the above statement. In our opinion the above statement is in accordance with the books and records of the Fund.

PricewaterhouseCoopers  
Chartered Accountants  
Dublin  
March 2013

### Notes to the Accounts

1. Foreign currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2012, € = £0.8161 (2011: € =£0.8353).

	2012	2011
	€	€
2. Deposit Interest		
- Royalties Fund	8,013	9,564
	<hr/>	<hr/>
	8,013	9,564
	<hr/>	<hr/>
3. Ecumenical and Anglican Organisations		
- Anglican Consultative Council	45,338	34,550
- Churches Together in Britain and Ireland	12,253	10,775
- Irish Council of Churches	23,736	21,453
- Irish Inter-Church Meeting	13,163	10,466
- Irish School of Ecumenics	-	2,750
- World Council of Churches	8,577	4,190
- Conference of European Churches	3,000	3,600
- Delegates' expenses (travel/conferences)	5,400	5,570
	<hr/>	<hr/>
	111,467	93,354
	<hr/>	<hr/>
4. Central Communications Board		
- Press Office	118,548	93,962
- Broadcasting Committee	1,490	2,030
- Internet	4,050	4,380
- Liturgical Advisory Committee	1,860	3,592
	<hr/>	<hr/>
	125,948	103,964
	<hr/>	<hr/>

5. General Synod Expenses		
-Venue and Facilities	37,916	46,330
	<u>37,916</u>	<u>46,330</u>
	<u><u>37,916</u></u>	<u><u>46,330</u></u>
6. Miscellaneous Expenses		
- Inter Church Addition	3,676	-
- Parish Development Working Group	4,811	10,700
- Publications & Printing	3,956	-
- Honorary Secretaries' expenses	9,374	10,049
- Porvoo Communion	891	1,117
- Historiographer's Expenses	1,829	2,150
- Board of Social Theology in Action	2,054	14,426
- Council for Mission	1,666	2,249
- Minor Expenses of Committees	1,266	1,571
- Commission on Ministry	1,989	-
- Covenant Council	1,575	-
	<u>33,087</u>	<u>42,262</u>
	<u><u>33,087</u></u>	<u><u>42,262</u></u>
7. Cash on Short Term Deposit		
- Royalties Fund	306,265	333,652
- Hymnal Revision	1,578	1,542
- Other Account Balances	77,486	79,113
	<u>385,329</u>	<u>414,307</u>
	<u><u>385,329</u></u>	<u><u>414,307</u></u>

**GENERAL PURPOSES FUND  
INCOME AND EXPENDITURE ACCOUNT**

	<b>Year ended 31 December</b>	
	2012	2011
INCOME	€	€
Interest and Dividends	1,034	1,033
Venerable E Colvin Bequest	23	23
	<u>1,057</u>	<u>1,056</u>
EXPENDITURE		
Registrar's fees	63	126
Legal and other costs	992	928
	<u>1,055</u>	<u>1,054</u>
Operating Surplus for year	2	2
Valuation Movement	4,133	5,122
Currency translation adjustment	<u>5</u>	<u>-</u>
Surplus for Year	4,140	5,124
Balance 1 January	<u>23,624</u>	<u>18,500</u>
Balance 31 December	27,764	23,624
FUND ACCOUNT		
Investments	27,748	23,611
Cash	16	13
TOTAL NET ASSETS	<u>27,764</u>	<u>23,624</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2012, €1 = £0.8161 (2011: €1 = £0.8353). Invested assets are shown at market value in 2012 and the 2011 values have been restated to show these values.

ACCOUNTANTS' REPORT The Standing Committee is responsible for preparing the Income and Expenditure Account and the Fund Account for the year ended 31 December 2012. We have examined the above and have compared it with the books and records of the Fund. We have not performed an audit and accordingly do not express an audit opinion on the above statement. In our opinion the above statement is in accordance with the books and records of the Fund.

**PricewaterhouseCoopers  
Chartered Accountants Dublin  
March 2013**

**BOARD OF EDUCATION OF THE GENERAL SYNOD  
OF THE CHURCH OF IRELAND**

The aims of the General Synod Board of Education are to:

- Define the policy of the Church in education, both religious and secular and, in promotion of this policy, to take such steps as may be deemed necessary to co-ordinate activities in all fields of education affecting the interests of the Church of Ireland;
- Maintain close contact with government, Diocesan Boards of Education, and other educational and school authorities with a view to the most efficient and economical use of resources including funds, transport facilities and teachers;
- Study any legislation or proposed legislation likely to affect the educational interests of the Church of Ireland and take such action with respect thereto as it may deem necessary;
- deliberate and confer on all educational matters affecting the interests of the Church;
- Make such enquiries as it shall deem to be requisite and communicate with government authorities and all such bodies and persons as it shall consider necessary.

**A. Board of Education (Republic of Ireland)**

**AIMS**

- Shall have power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- Will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an educational partner to the Department of Education and Skills (DE&S) and other educational bodies;
- Support, through the *Follow Me* programme, religious education in primary schools under Protestant management;
- Co-ordinate and encourage the participation of post-Primary Protestant schools in the Synod Examination in Religious Education;
- Provide training and advices to bishops and boards of management;
- Provide training and advisory service to bishops, dioceses and parishes in the implementation of Safeguarding Trust;
- Facilitate Garda vetting of workers and volunteers in Church of Ireland Primary Schools and parishes.

## EXECUTIVE SUMMARY

1. **Review**
2. **Education Amendment Act 2012**
3. **Primary Level**
4. **Redeployment of Teachers**
5. **Policy Development**
6. **Teaching Council**
7. **School Closure (primary-level)**
8. **School Opening (second-level)**
9. **Church of Ireland College of Education (CICE)**
10. **Child Protection and Safeguarding Trust**
11. **Children’s Ministry Network**
12. **Review and Development of *Follow Me***
13. **APCK Synod Exams**
14. **Work of the Board of Education Secretariat Synopses**

### 1. **Review**

The triennium of the General Synod Board of Education (2010-2013) concluded in March 2013. The Archbishop of Dublin, chair of the RI Board of Education thanks retiring members for their engagement and involvement in the work of the Board over the last three years and welcomes the members of the new Board, which has already commenced its triennium to 2016.

There are a number of positive developments to report, in spite of 2012 being another challenging year for schools at both primary and second-level. The strengthening of the Children’s Ministry Network continued in 2012. The purpose of this network is to strengthen the role and activity of ministry with children in dioceses across the Church. The Children’s Ministry Network (CMN) is a gathering of all Children’s Ministry Network co-ordinators, from each diocese across the Church and is chaired by Bishop Alan Abernethy. It meets a number of times a year to collaborate on the sharing of resources and ideas related to the promotion and support of Ministry with children in the Church. It is actively supported by the Board, and the Secretary is a member of CMN. At second level, the opening of a new secondary school under the patronage of the Church of Ireland is a very positive development in the life of the Diocese of Dublin and Glendalough. There have also been a number of key education initiatives in 2012 such as the Literacy and Numeracy strategy, changes to Whole School Evaluation practices, new guidelines on the school book rental scheme and also the plan for the prevention of bullying in schools. On the regulatory front, the Teaching Council has introduced a new code of conduct for teachers and has changed the requirements and process for the induction of newly qualified teachers. In relation to teacher training, throughout the year, The Church of Ireland College of Education (CICE) was engaged in a process of deliberation and negotiation regarding its future. Child protection policy continues to be a priority for the Church of Ireland and the Child Protection Officer continues to be a support to parishes in this regard.

## **2. Education (Amendment) Act 2012**

In 2012 the Board of Education (RI) considered the proposed Education (Amendment) Bill. The Board, together with the other education management bodies, made representations to various TDs and Senators on the various provisions of the draft Bill. The main provision of the Education (Amendment) Act 2012 is that it puts teacher redeployment on a statutory footing, where previously it was by agreement between patrons, management and the teacher unions.

## **3. Funding at Primary Level**

The Board of Education (RI), together with the Church of Ireland Primary School Management Association (CIPSMA), have been active in political lobbying on this issue throughout 2012. The Board's on-going concerns about the consistent reduction in funding to primary schools were outlined by the Secretary, on behalf of the Board, to the all-party Oireachtas committee on Education and Social Protection in November 2012. The Board continues to maintain contact with public representative in advocating for schools on funding issues generally.

The raising of thresholds for teacher allocations is now also having a direct impact on schools. The Board is fully supportive of the CIPSMA in their work of supporting smaller schools through their creating of a support network and small schools steering committee.

## **4. Redeployment of Teachers**

The Secretary, Dr Kenneth Fennelly and the Education Advisor, Ms Eimear Ryan would both like to thank schools for their co-operation during this challenging period. The Secretariat of the RI Board of Education administers the redeployment panel for teachers in Church of Ireland primary schools, on behalf of the ten primary school patrons. In early 2012, the Department of Education and Skills introduced a number of significant changes to the operations of teacher redeployment panels for that year. The Department indicated that these changes were required in order to comply with the national budgetary agreement with the EU/IMF/ECB.

## **5. Policy Development**

The Board of Education (RI) has had a significant input into the formulation of many of these policies and, as a recognised “education partner” continues to enjoy a positive working relationship with the Department on the development of such policies. During 2012/2013 a number of policies and initiatives were instigated by the Department of Education and Skills (DE & S) such as the revised Whole School Evaluation Management Leadership and Learning (WSE MLL) procedures, incidental school inspections and the new Literacy and Numeracy strategy.

## **6. Teaching Council**

In March 2012, the Minister for Education and Skills appointed the Secretary to the Teaching Council. This has enabled the Board to be briefed on a range of issues related to the regulation of teaching as a profession, such as the new Code of Conduct for all 73,000 teachers, which was published by the Teaching Council in June 2012. The Teaching Council also revised the requirements relating to the induction of newly qualified teachers. From September 2012, induction for newly

qualified teachers, previously a voluntary process was made compulsory. This affects all newly qualified teachers, including those graduating from CICE in 2013. From September 2012, the Teaching Council assumed responsibility for the determination of regulations relating to teaching probation of newly qualified teachers. Probation is a vital element in the teacher training process as it enables the newly qualified teacher to grow into the teaching profession “ex praxis.” The current period of probation is 100 days, to be completed in the first three years following appointment. This requirement was reduced from 180 days in 2011 and it is hoped that the Teaching Council will not reduce the probation period any further.

**7. School Closure (primary level)**

Members of General Synod will recall that the Rt Rev Michael Burrows, Bishop of Cashel and Ossory, announced to General Synod 2012 that, having discussed the matter with the Board of Management, he intended to withdraw his patronage from Killegney NS, Co Wexford. The school was due to become a one-teacher school in September 2012. Regrettably, Killegney NS closed in June 2012, its roll number was suppressed and the teaching staff redeployed.

**8. School Opening (second level)**

The Board of Education (RI) is delighted to advise the General Synod of the opening of a new voluntary secondary school under the patronage of the Archbishop of Dublin. Following a sustained campaign by a group of parishioners and their respective rectors in both Greystones and Bray, the Minister for Education and Skills announced in September 2012 that the patronage of the proposed new secondary school at Blacklion, Greystones, Co Wicklow would be awarded to the Archbishop of Dublin. The new secondary school will be called Temple Carrig Secondary School and will be non-fee charging. Temple Carrig Secondary School will open in September 2014, with building work to commence in Autumn 2013. At full capacity it will accommodate over seven hundred students. While the new school will be under the patronage of the Archbishop of Dublin, it will, in practice, be a co-educational and Christian multi-denominational school. Provision has been made in the plans of the new school for a “quiet room,” chaplain’s office and designated religious education teaching rooms. Archbishop Jackson appointed the first Board of Management of the school in February 2013, which will be chaired by Mr Garrett Fennell, a solicitor and parishioner of St Patrick’s, Greystones, Co. Wicklow.

(Further second level report in SEC Report).

**9. Church of Ireland College of Education**

The following statement has been received from the Church of Ireland College of Education by the Board of Education RI for reporting to General Synod:

The Department of Education and Skills (DES) and Higher Education Authority (HEA) requires that all Colleges of Education find new homes in a university-led configuration for the future. This is part of a country-wide Governmental review and revision of university education. This is therefore a stated Governmental requirement of CICE and, when implemented, it will restore in new surroundings a

relationship of learning and participation directly enjoyed with those in other disciplines in third-level on the part of students and staff of CICE.

In September 2012, the Department of Education and Skills published *The Report of the International Review Panel on the Structure of Initial Teacher Education Provision in Ireland*. There will be six designated University-led centres for re-structured Initial Teacher Education across the State, three of these in the Dublin region. The Minister accepted in full the recommendations of the Report. In late October 2012 he instructed the Higher Education Authority to move towards their implementation as a matter of urgency. Future public funding of all institutions, including CICE, requires co-operation with the new policy. CICE is obliged to locate within one of the three Dublin configurations. The Minister has stated that CICE cannot remain as a stand-alone institution. However, its continued existence and role is assured in a larger institutional setting.

The Minister for Education and Skills wrote to the College on 26<sup>th</sup> October 2012 stating: “I wish to assure you that every care will be taken to protect the Protestant ethos of the college in order to ensure a supply of teachers for Church of Ireland primary schools and other primary schools in the Reformed Church traditions.” An extensive series of discussions took place between CICE and the lead universities in the Dublin area (namely the Dublin City University, the National University of Ireland, Maynooth and the University of Dublin, Trinity College). Negotiations are on-going with Dublin City University (DCU) and the Board of CICE are satisfied that the future role of CICE can be secured in DCU.

The views of a range of stakeholders have been, and remain of key importance to CICE in securing the best possible outcome of its discussions. Stakeholders whose views have been sought include teachers, principals and Board of Management members in primary schools under Church of Ireland, Presbyterian, Methodist and Society of Friends patronage throughout the country. Other stakeholders whose views have been gained are the school Patrons, the CIPSMA and the General Synod Board of Education. The following were of significant importance to all of the different groups:

- That the system of restricted entry to the CICE B.Ed be retained for entrants from reformed Christian backgrounds;
- That there continue to be specialist preparation for teaching in small schools with multi-level classes;
- That preparation to teach the Religious Education programme *Follow Me* be retained;
- That the majority of the CICE cohort’s Teaching Practice placements be in primary schools under Church of Ireland, Presbyterian, Methodist and Society of Friends patronage;
- That these graduates be identifiable as CICE graduates on completion of their programme.

All of these issues are of central significance in the on-going negotiations and have also been vigorously communicated to the Minister for Education and Skills and the Higher Education Authority.

## **10. Child Protection and Safeguarding Trust**

The Child Protection Officer (CPO RI), Ms Renée English, continues to provide advice and guidance on a range of issues to parishes and dioceses throughout the Republic. She liaises with both the HSE and An Garda Síochána in relation to the referral and management of child protection cases. Historical abuse cases, while small in number, require careful management and record keeping and some cases may remain ongoing over a number of years.

The CPO maintains links with voluntary organisations and is secretary of a Child Protection Network. This informal network provides a forum for child protection personnel in the voluntary and community sector to discuss and influence child protection policy development and to share resources. Links are also maintained with colleagues from Churches, including the Roman Catholic Church, the Presbyterian Church and the Church of England.

Training in Safeguarding Trust for panels and workers was carried out during the year by the diocesan trainers and by the CPO. Select vestry members were invited to attend a number of the training sessions. The CPO provided training for the Dioceses of Armagh, Raphoe, Kilmore, Limerick and Killaloe.

The annual diocesan support teams' meeting was held in Church of Ireland House in November. There was a good attendance and wide diocesan representation. The meeting provided a valuable opportunity to brief team members on legal and policy developments impacting on child protection practice, including legislation to place Children First on a statutory footing. In addition, Ecclesiastical staff members Mr Scott Hayes and Mr Cathal McKenna provided a very practical workshop on insurance issues for parishes.

The Board of Education greatly appreciates the contribution to Safeguarding Trust implementation which is provided by dedicated volunteers from the diocesan support teams.

The annual training/refresher day for clergy was held in October. The training provides an opportunity for members of clergy to update their knowledge and for new incumbents and those coming from outside the jurisdiction to familiarise themselves with the child protection requirements of the Church of Ireland.

The CPO provided Safeguarding Trust training for students of the Church of Ireland Theological Institute in conjunction with Ms Margaret Yarr, CPO NI.

A training programme for junior leaders has been developed in conjunction with the Children's Ministry Network and the Rev Anne Taylor. It was piloted in September and received positive feedback. It is planned to develop this training and identify suitable trainers in the dioceses.

The CPO maintained her registration as a Keeping Safe trainer, delivering the revised programme which includes disability awareness and requires the delivery of the 12 hour training programme, monitored by the HSE.

The Secretaries to the Boards of Education and the CPOs met the Board of The Church of Ireland Youth Department (CIYD) in September to discuss possible policy development requirements in relation to one-to-one working and the use of technology in youth work. Training attended by the CPO included a briefing by Mr

Gordon Jeyes CEO designate of the planned new Child and Family Support Agency, a National Organisation for the Treatment of Abusers (NOTA) conference entitled 'Managing the risk - policy and practice in a time of change' and a National Youth Council of Ireland seminar on Garda vetting for the youth work sector.

It is important that children are aware of the Church's commitment to keeping them safe.

Two new resources have been developed to meet this need. One is a colourful information card for children from ten years upwards and the other is a downloadable poster suitable for younger children.

The Garda Vetting Bureau Act (Children and Vulnerable Persons 2012) was enacted in December 2012. It places vetting on a statutory footing. Junior leaders now meet the criteria of those required to be vetted.

The processing of Garda vetting applications has continued to absorb a large amount of the CPO's time as an authorised signatory.

It was intended to commence a pilot online vetting application system in 2012 but this project was delayed for reasons outside the Board's control. However, this has recently been re-activated and online vetting will be available in 2013.

#### **11. Children's Ministry Network (CMN)**

The remit of the Board of Education (RI) is not confined to just formal school based education. In this regard, both Education Secretaries are involved in the establishment of the Children's Ministry Network within the Church. The CMN facilitates contact between those involved in children's ministry in each diocese and promotes and encourages contact and support among diocesan children's ministry co-ordinators. The CMN is still establishing itself within the life of the Church, but in the last year has developed significantly. It has met a number of times during the year, shared resources and developed a website as a resource to people involved in children's ministry. Ministry to Children should be regarded as a key component in the mission of the Church to proclaim the Gospel and looks forward to the full support of the Church community for the CMN in the years ahead.

#### **12. Review and Development of Follow Me**

The *Follow Me* Religious Education Curriculum at Primary level is continuing to be popular with teachers, parents and children in all the Church of Ireland primary schools, and is also taught in the Methodist and Presbyterian primary schools. It is designed to introduce children to the person of Jesus Christ, encourage familiarity with Scripture and to experience the Christian faith as part of their daily lives. *Follow Me* has completed a full curricular cycle and so it is timely for it to be revised and developed. Following discussions, the Board is convening an expert group to initiate the process of review.

#### **13. APCK Synod Exams**

Synod Examinations are funded by the Association for the Promotion of Christian Knowledge (APCK). The Board was advised by the APCK that a query was raised in relation to equality legislation and the holding of the Synod Examination. Preliminary advice has been received by the APCK and further legal advice has been sought. Consequently, there were no Synod Examinations in 2012.

#### 14. Work of the Board of Education Staff

The Secretary and the Education Advisor continued to provide assistance and advice to schools on a range of issues relating to school management. Given the increasing regulatory responsibilities being placed on Boards of Management, demand for this service increases year on year. Both the Secretary and the Education Advisor were actively involved in representing the Board of Education and Boards of Management at various policy meetings in the Department of Education and Skills (DES) throughout the year. The Board continued to advocate on behalf of Boards of Management in 2012. A number of meetings were held with key political figures including the Minister for Education and Skills, ministerial advisors and senior DES staff. On Easter Monday the Secretary addressed the 2012 INTO Congress in Killarney and attended the ASTI Conference in Cork the following day. Following comments made at the CIPSMA conference in March 2012, the Secretary General of the DES, Mr Seán O’Fhoglú had a follow-up meeting with the Secretary in Church of Ireland House, Rathmines. A report of the meeting was subsequently made to the CIPSMA Executive. In 2012, (in connection with the impact of budget reductions to primary schools), the Secretary held meetings with Diocesan Education Boards/groups in Cashel and Ossory, Cork, Dublin, Kilmore, Limerick and Tuam and also delivered training to Boards of Management at various meetings across the country.

Maintaining links and relationships with other education partners and bodies to promote the profile of the Church of Ireland in the education sphere, is an important part of the work of the Board.

In this regard, the Board and its staff liaised with the following bodies in 2012:

The Irish National Teachers Association (INTO); The Association of Secondary Teachers in Ireland (ASTI); The Association of Community and Comprehensive Schools (ACCS); The National Trustees Forum of Community and Comprehensive Schools (NTFCCS); The Joint Managerial Body/Irish School-Heads Association (JMB/ISA); The National Association of Principals and Deputy Principals (NAPD); The Irish Primary Principals Network (IPPN); The Catholic Primary School Management Association (CPSMA); The National Association of Boards of Management for Special Education (NABMSE); The Irish Vocational Educational Association (IVEA); The Catholic Schools Partnership (CSP); The National Educational Welfare Board (NEWB); The Health Service Executive (HSE); The Sustainable Energy Association of Ireland (SEAI); The Department of Education and Skills (Minister and Ministers Office, Buildings, Governance, Inspectorate); Department of the Taoiseach; Revenue; Teaching Council; Educate Together; An Forás Patrúnachta; National Parents Council and Compass; An Garda Síochána; Ecclesiastical Insurance; the Methodist Board of Education; COI Children’s Ministry Network; Past Students Association of CICE; RC Episcopal Commission on Education and (RC) Archdiocese of Dublin.

## B. Board of Education NI

### AIMS

The current aims of the Board of Education NI are, to:

- Develop, in conjunction with other Churches, a clear and shared vision of education shaped by core values of the Christian faith;
- Advise the Synod of developments in educational policy in NI and to represent the Church as an educational partner to the Department of Education and other educational bodies;
- Liaise with other Churches within the Transferor Representatives' Council (TRC) to promote the interests and safeguard the rights of transferors in the future;
- Make submissions to relevant government consultations in particular regarding legislative changes to establish the new Education and Skills Authority (ESA) and the proposed Controlled Sector Body;
- Engage with Institutions of Higher Education regarding the future preparation of teachers for the Controlled sector;
- Seek, in conjunction with other churches, continued curriculum support of the RE core syllabus in schools;
- Provide a training and advisory service to bishops, dioceses and parishes in the implementation of Safeguarding Trust. Prepare for requirements under the Safeguarding Vulnerable Groups legislation;
- Contribute to training and support for children's ministry in parishes in particular as a member of the Church of Ireland Children's Ministry Network and a partner in the Building Blocks conferences.

### EXECUTIVE SUMMARY

1. **Establishment of the Education and Skills Authority (ESA):** A summary of the legislative progress of the Education Bill to establish the ESA and a report of the submission of the Transferor Representatives' Council (TRC).
2. **Controlled Sector Support Body:** The Board warmly welcomes the establishment of a Working Group with transferor representation to establish the new body.
3. **Shared Education:** The churches express their commitment to shared education in a submission to a ministerial advisory group.
4. **Religious Education (RE):** Concerns are raised about the future of curriculum support for RE teachers.
5. **Teacher training:** Reductions to post-graduate teacher training admissions are noted however concern is expressed at the numbers of unemployed newly qualified teachers.
6. **Consultations responded to:** Four important responses by the Transferor Representatives' Council.
7. **Safeguarding Trust:** Report of the work of the Child Protection Officer NI.
8. **Building Blocks - Children's Ministry Conferences:** Report of the two annual conferences for children's ministry workers.

**9. Annual Theological Lectures at Queen’s University Belfast (QUB):** 2013 lectures were well attended and widely appreciated.

## **10. Membership**

### **Report**

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

The legislation to enable the establishment of the Education and Skills Authority (ESA) is currently passing through the NI Assembly. The legislation will bring together the five Education and Library Boards (ELBs), the Youth Council, Staff Commission and the statutory functions of the Council for Catholic Maintained Schools (CCMS).

The creation of this single authority for all schools in Northern Ireland represents the most significant change in administration of education in forty years. ESA will be the employing authority for all staff in grant-aided schools and its main functions will be: Improving education and raising standards in schools, planning the schools’ estate, providing support for school governors and providing key services to schools eg, school transport, school maintenance, school meals, and youth services.

ESA will be governed by a Board of 20 members of whom 8 will be persons nominated by the political parties determined by their representation in the Assembly. The Minister will appoint a Chairperson and 4 Catholic Trustee nominees, 4 Transferor nominees and 4 persons representative of the community in NI.

Transferors have welcomed the Bill and are heartened by the fact that their existing legal rights are both acknowledged and protected in the ESA Bill, enabling them to continue to play a constructive role in partnership with others in education in Northern Ireland. During the Committee stage of the Bill passing through the Assembly, the TRC made written and oral submissions expressing their views and taking the opportunity to suggest various amendments to the detail of the Bill. Transferors urged that the Bill is scrutinised with appropriate amendments made and the Bill pass into legislation without undue delay. The TRC response suggested amendments to clarify and strengthen the functions of sectoral bodies. The response also suggested a simplification of the process of appointing transferor governors to secondary schools along with a proposal that school governors may request that Religious Education is included during school inspections.

It is anticipated that ESA will become operational during the latter half of 2013 and until that time the ELBs etc will continue to deliver key services to schools. In the interim a shadow ESA will begin work to ensure everything is in place to enable a switch over of authority at an appropriate future date.

The transferor churches, that is, the Church of Ireland, the Presbyterian and Methodist Churches, which transferred their schools into state control in the early 20th century, have a right to nominate a total of 4 persons to the Minister for appointment to the ESA Board. The three churches have devised their own processes to bring forward nominations. The Board of Education NI on behalf of the Church of Ireland has decided to seek expressions of interest from church members. A panel from the Board will meet interested persons in order to make a

decision on nomination. The exact division of the four places among the three Churches will be agreed by the Transferor Representatives' Council.

## **2. Controlled Sector Support Body**

Alongside the ESA there will also be support bodies. A new support body has been proposed for the Controlled Sector and a Working Group has been announced by the Minister to make all necessary preparations for this body to enable it to be operational as soon as ESA is in place. Transferors are represented on the Working Group which has been meeting regularly since September 2012. In January 2013 a series of information events were arranged by the Working Group in each Education and Library Board (ELB) area to enable principals, staff and governors of controlled schools to hear about proposals for the body and to provide feed-back. Thus far the general response to the proposals has been very positive. The Board has warmly welcomed this development which for the first time ensures that the controlled sector will have a representative voice and placed on an equal footing with other sectors.

## **3. Shared Education**

In the autumn of 2012, the Minister of Education announced the establishment of a Ministerial Advisory Group to examine the advancement of shared education in NI. The Group was asked to use a wide definition of shared education which was to include all education sectors, and to meet the needs of and provide for the education together of learners in all Section 75 categories and socio-economic status. It is to involve schools of different ownership and sectoral identity and ethos, and deliver educational benefits to learners, promote efficient and effective use of resources, and promote equality of opportunity, good relations, and respect for identity and community cohesion.

The Transferor Representatives' Council (TRC) made a written and oral submission and its response can be found on the Church of Ireland website. The Churches stressed their strong commitment to the development of shared education and urged that incentives should be introduced to promote the development of creative ways to share facilities, classrooms, staff, support services and equipment. Despite the wide brief given to the Group, the TRC urged that a key objective should be to encourage shared education between the two largest sectors of schools – Controlled and Maintained, which are attended by a majority of children from Protestant or Catholic backgrounds. They also pointed to good practice examples of sharing within various independently funded schemes already operating in NI eg, the Queen's University Belfast Shared Education Programme, the Fermanagh Trust, and the North Eastern Education and Library Board Primary Integrated/enriching Education (PIEEE) project.

The Group reported to the Minister in February 2013.

## **4. Religious education (RE)**

Until recently the TRC Executive used to meet termly with RE Advisers from the Education and Library Boards (ELBs). However the reduction in the number of advisers to two and the adjustment of their work schedule has impacted the regularity these meetings. There remains a concern about the extent of future

curriculum support for RE teachers within the new arrangements for the ESA. One of the transferors' proposals is that the Controlled Schools' Sectoral Support Body could have a role in supporting RE in Controlled schools. The RE Advisory Group working with the Council for the Curriculum, Examinations and Assessment (CCEA) continues to develop resources to support the teaching of RE; recent work has concentrated on devising non-statutory guidance for the revised RE syllabus. The Churches acknowledge the continued support of CCEA at a time of budgetary restraint and sincerely appreciate the commitment of the group's members to this work.

## **5. Teacher training**

There have been no significant developments regarding the future of Stranmillis College following the decision last year by the Minister of the Department for Employment and Learning (DEL), not to proceed with a proposed merger with the QUB School of Education. The outcome of a study commissioned by DEL of the teacher education infrastructure in Northern Ireland is still awaited. However in May 2012 the Department of Education reduced the number of post-graduate places for trainee teachers by 20%. The Department has been trying to limit the number of teachers who are trained, at a time when there are widespread redundancies and many unemployed new teachers. The biggest cut is to the post-primary Post-Graduate Certificate in Education (PGCE). The changes mostly affect Queen's University Belfast and the University of Ulster. Neither the two teacher training colleges, St Mary's and Stranmillis, nor the Open University have lost any places. The prospects for graduate teachers remain bleak and it is a matter of great concern that in 2012 it was reported that less than one in ten newly qualified teachers in NI secured a full time teaching post.

## **6. Consultations responded to:**

- a. Public consultation on the future of the Education Maintenance Allowance (EMA) Scheme.
- b. Submission to the NI Assembly Committee for Education – Committee stage consideration of the Education Bill.
- c. An Independent Review of the Common funding Scheme.
- d. Ministerial Advisory Group on the advancement of Shared Education in Northern Ireland.

## **7. Safeguarding Trust**

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

The annual Safeguarding Trust training event for newly ordained clergy and first incumbents was facilitated by the CPONI in November 2012. Training events for panel members in Armagh, Connor, Derry and Down and Dromore dioceses were held during March and April 2013.

The CPO attended a training evening for junior leaders in Rathfarnham parish. This event was organised by Ms Renée English, the Child Protection Officer RI (CPORI) who had arranged for Ms Jenny Price - Safeguarding Advisor for the Diocese of Wakefield to facilitate the training and share ideas and resources from her diocese. Together with CPORI, the CPONI delivered training to students in the Theological Institute in November 2012.

The CPONI attended a number of training courses dealing with child protection and safeguarding including the National Organisation for the Treatment of Abusers (NOTA) conference ‘Sexual Abuse – The Journey of Survivors’. The CPONI has been trained as a Keeping Vulnerable Adults Safe trainer which has provided helpful insight in developing guidance for working with vulnerable adults in church settings.

The Memorandum of Co-operation between Faith and Worship Organisations in NI and the Police Service for NI (PSNI), which deals with management of sex offenders in their attendance at places of worship, continues to be a most significant development. This ensures safer management through formal agreements in the small number of situations where offenders wish to return to parish worship. The memorandum also allows for sharing of information between the justice agencies and the Church where there are issues of public safety and child protection.

The Diocesan Evaluation Teams continue with their very valuable work in visiting (on a triennial basis) and supporting parishes. The Board of Education offers sincere thanks to the evaluators for their continuing diligence and expertise in carrying out these parish visits. Mrs Claire Geoghegan (AccessNI Co-ordinator in the office of the Board of Education in Belfast) continues to process in excess of one hundred applications for Enhanced Disclosure checks to AccessNI per month, providing an important service to parishes.

From September 2012, there were some changes to safeguarding arrangements in relation to pre-employment vetting of staff and volunteers working with children and young people in Northern Ireland. These changes arose from the Protection of Freedoms Act 2012, which amends the Safeguarding Vulnerable Groups (NI) Order 2007. This includes the introduction of a new, more limited definition of “regulated activity” – the term which defines voluntary or paid work with children. The new definition of regulated activity is the basis for eligibility for an enhanced disclosure certificate with a check against the children’s barred list. This is the level of checks the Board of Education NI as an umbrella body for Church of Ireland parishes and dioceses, has been undertaking on behalf of those working with children. Changes have also been introduced regarding regulated activity with vulnerable adults. Information regarding these changes has been circulated to clergy and is now included in training for panel members.

## **8. Building Blocks Children’s Ministry Conferences**

In November 2012, the ninth annual Building Blocks conference took place in Belfast and Dublin. The organising committees comprise representatives of the Church of Ireland, Presbyterian Church, Methodist Church, Scripture Union and also some new churches from the Dublin area. The Belfast and Dublin events together drew over 400 delegates from a wide range of Churches, with the Church of Ireland having significant representation at both venues. The key-note speaker was

Mr Bob Hartman a well known author of children’s ministry books with expertise in storytelling. These conferences which feature a variety of practical seminars have become established as important sources of inspiration and training for children’s ministry leaders. Details of the conferences including seminar notes are available at: <http://www.buildingblocks.ie>

On the wider issue of this Board’s role within Children’s Ministry, the Secretary is a member of the Children’s Ministry Network group which is presently considering potential areas of work for such a group across all the dioceses of the Church of Ireland.

#### **9. Annual Theological Lectures at Queen’s University Belfast (QUB)**

The 2013 lectures were held later than usual this year on 22nd and 23rd April and were delivered by Dr Elaine Storkey a well-known academic and broadcaster. Dr Storkey is Director of Education for the Church of England Church Army and is president of Tearfund. She has lectured at King’s College, Birkbeck College and Oxford University. These annual lectures which continue to be well attended and appreciated by a wide range of people are arranged by the Church of Ireland Chaplaincy at QUB and funded by this Board.

#### **10. Membership**

In September 2012, the Board marked the retirement of Archbishop Alan Harper with a presentation in appreciation of his wise chairmanship of this committee and thanked him for his commitment to education throughout his primacy. The Board welcomes Archbishop Richard Clarke as its new chairman and also Mrs Hope Kerr as the newly elected Clogher lay representative. Members also offer good wishes to Mr Samuel Morrow (Clogher diocese) on his retirement from this Board and thank him for his contribution to its work.

**Appendix A**

**THE GENERAL SYNOD BOARD OF EDUCATION**

The following are the members of the Board and its committees as on 31 March 2013.

**THE GENERAL SYNOD BOARD OF EDUCATION**

**THE ARCHBISHOPS AND BISHOPS**

**THE HONORARY SECRETARIES OF THE GENERAL SYNOD**

Mr Samuel Harper

Mrs Ethne Harkness

Ven Robin Bantry White

Rev George Davison

***Elected members***

Armagh

Rev Canon John McKegey

Mr Thomas Flannagan

Clogher

Rev Canon Bryan Kerr

Mrs Hope Kerr

Derry

Rev Canon Henry Gilmore

Mr Desmond West

Down

Rev Canon Robert Howard

Mr James Bunting

Connor

Ven Stephen Forde

Dr Kenneth Dunn

Kilmore

Very Rev Raymond Ferguson

Mrs Brigid Barrett

Tuam

Rev Canon Doris Clements

Professor Paul Johnston

Dublin

Rev Gillian Wharton

Ms Ruth Handy

Meath

Rev Canon John Clarke

Mr Adrian Oughton

Cashel and Ossory

Rev Canon Patrick Harvey

Mrs Avril Forrest

Cork

Rev Adrian Wilkinson

Mr Wilfred Baker

Limerick and Killaloe

Rev Canon Robert Warren

Ms Margaret Brickenden

***Co-opted member***

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

***Secretary to the General Synod Board of Education:***

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

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

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

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

The Archbishop of Armagh  
The Archbishop of Dublin  
Mrs Ethne Harkness  
Ven Robin Bantry White  
Rev Canon John McKegney  
Mr James Bunting  
Mr Thomas Flannagan  
Rev Brian O'Rourke  
Mr Michael Hall  
Mr Adrian Oughton

**BOARD OF EDUCATION (NORTHERN IRELAND)**

**Board of Education (Northern Ireland)**

***Ex-officio members***

The Archbishop of Armagh, Most Rev Richard Clarke  
Bishop of Clogher, Rt Rev John McDowell  
Bishop of Down and Dromore, Rt Rev Harold Miller  
Bishop of Kilmore, Rt Rev Ferran Glenfield (*elect*)  
The Bishop of Connor, Rt Rev Alan Abernethy  
The Bishop of Derry, Rt Rev Kenneth Good  
Lay Honorary Secretary of General Synod, Mrs Ethne Harkness  
Clerical Honorary Secretary of General Synod, Rev George Davison

***Elected members***

Armagh	Rev Canon John McKegey Mr Thomas Flannagan
Clogher	Rev Canon Bryan Kerr Mrs Hope Kerr
Derry	Rev Malcolm Ferry Mr Malcolm McSparron
Down	Rev Canon Robert Howard Mr James Bunting
Connor	Ven Stephen Forde Dr Kenneth Dunn

***Co-opted members***

Mrs Patricia Wallace  
Mrs Helen McClenaghan  
Mr Roy McKinney  
Mrs Rosemary Forde  
Canon Wilfred Young  
Professor Kenneth Bell  
Mr David Brown (CIYD)

***Observers***

Rev Canon Peter McDowell  
Mr James Kerr

***Honorary Secretary, Board of Education (Northern Ireland)***

Mr James Bunting

***Honorary Treasurer, Board of Education (Northern Ireland)***

Mr Roy McKinney

***Secretary, Board of Education (Northern Ireland)***

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

**BOARD OF EDUCATION (REPUBLIC OF IRELAND)**

***Ex officio members:***

The Archbishop of Dublin

Honorary Secretaries - Ven Robin Bantry White, Mr Samuel Harper

***Elected by House of Bishops:***

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

Bishop of Cork, Rt Rev Paul Colton

***Diocesan Representatives:*** Mr Adrian Oughton, Rev Gillian Wharton

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

***Third level representatives:*** Professor Paul Johnston, Dr Anne Lodge

***Primary representatives:*** Rev Brian O'Rourke, Ms Rachel Frazer

***CIYD:*** Ms Claire Bruton

***Sunday School Society:*** Rev Anne Taylor

***Co-options:*** none.

***Observers:***

Ms Daphne Wood (Methodist Church)

Rev Trevor Gribben (Presbyterian Church)

***Secretary, Board of Education (Republic of Ireland)***

Dr Kenneth Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

**Appendix B**

**SECONDARY EDUCATION COMMITTEE**

**REPORT 2013**

**Membership**

***Church of Ireland***

The Rt Rev Paul Colton, Bishop of Cork, Cloyne and Ross (Chairman)

Mrs Joan Bruton

Mr Edward Lindsey

Mrs Patricia O'Malley

Rev Brian O'Rourke

Ms Elizabeth Oldham

Mr Adrian Oughton

Mr Geoffrey Perrin

***The Presbyterian Church***

Rev Mary Hunter (Deputy Chairman)

Mrs Eleanor Petrie

***The Methodist Church***

Rev Nigel Mackey

Dr John Harris

***The Religious Society of Friends***

Mr Alan Harrison

Mr David Grubb

**Secretary to the Committee and to the Company**

Dr Kenneth Fennelly

**Administrator (Grants Scheme)**

Mr David Wynne

**Secondary Education Committee**

The Secondary Education Committee (SEC) is a corporate body comprising representatives from the Church of Ireland, the Methodist Church in Ireland, the Presbyterian Church in Ireland and the Religious Society of Friends.

The Committee derives its authority from a resolution passed by the sponsoring Churches in 1965.

The functions of the SEC are twofold. The distribution of a Block Grant provided by the Department of Education and Skills (DE&S) to ensure necessitous Protestant children may attend Protestant secondary schools and the representation of the interests of the member Churches in the post-primary education system.

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

### **Block Grant Scheme**

Enrolments in the twenty fee charging schools totalled 7,732 Day Pupils (7,577 in previous year); 2,071 Boarders (2,143); 9,803 in total (9,720). This figure does not include the five comprehensive schools. In the school year the audited accounts showed the total amount received from the DE&S, was €6,500,000 (€6,481,720), the grant in aid of fees totalled €6,540,396 (€6,541,479). The net cost of administering the SEC scheme was €145,807 (€151,205). There is no grant to assist the running of the office.

The following numbers of grants were awarded in respect of the 2012/13 school year: 1,623 day grants (1,672), 819 boarding grants (872), in total 2,442 (2,544).

The Committee agreed to retain the grants for the school year 2012/13 on a scale for boarding from €70 to €767 (€140 - €767) day €174 - €820 (€80 - €820). An increase in certain allowances was also agreed in relation to the reckoning of assessments. This resulted in improved access to grants for a number of families.

The Administrator, Mr David Wynne and Ms Bridie McAuley, Administrative Assistant attended a number of open days at the request of schools and took the opportunity to discuss issues with individual parents. Mr Wynne also made contact with each school to discuss the functioning of the grant scheme.

### **Educational Developments**

Budget 2012 also announced plans by the DE&S to conduct an analysis of all fee-charging schools to determine schools net income from fees. The DE&S has been in contact with schools recently and has also met with the Committee on Management in this regard. It is expected that the results of that analysis will be published in Spring 2013 and will display publically, the levels of funding and income which exist in particular secondary schools. It will enable all interested parties to ascertain for themselves, the financial situations of each of the Protestant fee-charging secondary schools.

Budget 2013 saw a further increase in the pupil teacher ratio to 23:1 for schools who were outside the free education scheme. This will increase the strain on Protestant fee-charging schools to provide a full range of subject and curricular choice to students while, at the same time, seeking to avoid employing significant numbers of privately paid teachers. The pupil teacher ratio (ptr) has now been increased under three successive budgets. It is clear that a policy is being pursued at governmental level to “squeeze” fee-charging schools. Yet it also seems clear that a significant portion of current fee-charging Church of Ireland secondary schools will remain outside the free scheme as the costs associated with running their schools are too high to contemplate any other option. However other schools are in a different position, to the extent that those with responsibility for the management and governance of the schools are reflecting carefully on the future funding provisions for their schools. Should the current Minister be minded to increase the ptr to the level suggested in the McCarthy Report (28:1), it is hard to see how the financial and curricular implications of such a reality would not push a number of schools to actively engage with the Department of Education and Skills in relation to

other funding mechanisms, while concurrently it would likely cause other schools to either significantly curtail their curricular choices to students or employ more privately paid teachers and increase fees (or perhaps a combination of all three). What is clear however is that changes in the funding mechanisms for a number of Protestant voluntary secondary schools will be seen in the short to medium term.

In this regard, Kilkenny College, a fee paying boarding school under the Patronage of the Incorporated Society for the Promotion of Protestant Education, announced in February 2013 that it intends to enter the Department of Education and Skills' Free Tuition Scheme. This entitles the School to the full Pupil/Teacher Ratio and the return of Department Support and Services Grants. The SEC boarding grant remains payable to support boarding families on the same basis as all other pupils attending SEC boarding schools. The School retains control of its admissions Policy and ethos in accordance with the Education Act 1998. Kilkenny College follows Wilsons Hospital School, Multyfarnham, Co Westmeath who entered the Free Scheme in 2011.

The SEC also wishes to advise the Churches of the opening of a new co-educational voluntary secondary school under the patronage of the Archbishop of Dublin, the Most Rev Dr Michael Jackson. The new school will be called Temple Carrig Secondary School. It is to be built on a site owned by the Department of Education and Skills at Blacklion, Greystones, Co Wicklow. The building of the new school will commence in September 2013 and open in September 2014 with capacity for 750 students when fully operational.

The SEC exists to increase access for children from Protestant traditions to attend second level schools of a Protestant tradition. In this regard, the SEC again notes with concern the continuing trend of low levels of Protestant children transferring to Protestant second level schools from primary level.

### **Administration**

The Committee maintains a review and appeal procedure, in the form of an appeals sub-committee, for applicants who are dissatisfied with a decision by the grants office. The Appeals Committee considers a number of appeals annually. Each case was reconsidered on agreed criteria and is determined by the level of need and the amount of funds available after the current year's grant payments have been made. A number of applicants had their grants increased.

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



**CHURCH OF IRELAND YOUTH DEPARTMENT**  
**REPORT 2013**

**MEMBERSHIP**

*Executive*

*President*

The Rt Rev John McDowell

*Chairman*

Rev Paul Whittaker

*Treasurer*

Mr Edward Hardy

*Secretary*

Mrs Judith Peters

Rev Adrian Dorrian (stood down June 2012)

Mr Andrew Brannigan

Mrs Alison Jones

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

**Central Board – Executive (above) and:**

Mr Steven Brickenden

Rev Ian Cruickshank

Mr Alan Williamson

Dr Quentin Heaney

Ms Joyce Clinghan

Rev Malcolm Kingston (Exec Nov 2012)

Miss Julie Currie

Rev Diane Matchett

**CIYD Director**

Mr David Brown

**Full-time Youth Ministry Development Worker Northern Ireland**

Mrs Sharon Hamill

**Full-time Youth Ministry Development Worker Republic of Ireland**

Ms Jude Trenier

**Secretary in Elmwood Avenue, Belfast**

Mrs Barbara Swann

**Programme review January to December 2012**

Given staff developments across 2012, with the absence of Mrs Sharon Hamill (due to adoption leave) and with the appointment and induction of Ms Jude Trenier as CIYD's new Youth Ministry Development Officer (Republic of Ireland), 2012, proved to be a challenging but fruitful year for CIYD and its many programmes. As an update for the Church, CIYD's programme for 2012 has seen:

- Twelve successful ‘Connect’ training opportunities for Youth Ministers delivered in Northern Ireland, with an average attendance circa 40 participants;
- One successful ‘Reflect’ residential for voluntary youth leaders delivered (February 2012);
- A very well attended Diocesan Youth Network meeting facilitated by CIYD;
- Clergy training on Youth concerns for CITI Ordinands;
- A new training initiative for Anois volunteers successfully piloted;
- Anois Youth camp for 100 young people and up to 50 young adult leaders;
- One all Ireland Youth worker’s retreat to Berlin and finally;
- Over one thousand cups of coffee and many more tray bakes served at the CIYD Summer Madness ‘Connect’ venue.

### **Matters of note:**

#### **CIYD Staffing matters**

In February 2012, CIYD welcomed Ms Jude Trenier as CIYD’s new Youth Ministry Development Officer (Republic of Ireland). Ms Trenier’s role saw her engage with Dioceses and many Youth ministry colleagues within and around the Church and the beginning of a new platform for ministry across the Church.

CIYD also welcomed back in October 2012, Mrs Sharon Hamill (Youth Ministry Development Officer for Northern Ireland), following a period of adoption leave. It was encouraging to witness Mrs Hamill’s return and her re-focusing on CIYD’s ‘Connect’ programme.

However, there were several staffing changes in 2013. Mr David Brown has left CIYD after a decade at the helm to take up a new role as Co-ordinator of Lay Training at the Church of Ireland Theological Institute and launch his personal business. Ms Jude Trenier left her role as Youth Ministry Development Officer (RI) in February and Mrs Sharon Hamill, who fulfilled the parallel role in Northern Ireland and who was on adoption leave during 2012, decided to leave CIYD at the beginning of March 2013. We wish David, Jude and Sharon well in the future. Mrs Barbara Swann, as the Office Administrator, carries significant responsibility not only for the office in Belfast but all logistical issues and some financial concerns relating to CIYD’s all Ireland services. In light of staff changes and challenges, Mrs Swann has taken up additional responsibilities and her contribution and commitment is commended.

## **CIYD Strategic development**

The new CIYD Strategic plan was formally launched by the Primate at General Synod 2012. Following the launch, the Strategic plan was circulated to CIYD's stakeholders within and around the Church.

## **Update on CIYD networks and developments across Ireland**

### **Youth Link (NI)**

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

### **Youth Net**

CIYD is represented by the CIYD Director, who acts as Youth Net's vice-Chair.

### **National Youth Council of Ireland**

CIYD is represented by the CIYD Director.

### **National Youth Work Advisory Committee**

This committee functions as the Republic of Ireland's Youth work advisory panel. The CIYD Director represents the Church of Ireland on this advisory committee.

### **Belfast Health Trust, Faith based Sexual Health committee**

Mrs Sharon Hamill represents CIYD on this important committee.

### **Love For Life Hub**

Mrs Sharon Hamill represents CIYD on this committee.

### **Board of Education NI and RoI**

The CIYD Director represents the Youth Department on the Board of Education (NI).

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

### **Church of Ireland Mission Council**

CIYD has nominated Ms Jude Trenier to this committee.

### **Children's Ministry Network**

The CIYD Director is in attendance at this new network.

## **DIOCESAN REVIEW**

### **ARMAGH**

The Armagh Diocesan Youth Council (ADYC) continues to provide four annual worship and teaching events within the Diocese, with the intention of providing faith encouragement for young people within their local setting. The annual Easter Dawn Holy Communion Service is our biggest event. Around 400 worshippers of all ages join the Archbishop and ADYC at The Argory (a National Trust property near Moy) to worship and celebrate the risen Lord. A Diocesan Youth residential Weekend is planned for April and will take place at the Cleenish Centre, Co Fermanagh. This is an opportunity that is open to all young people from our Diocese and will feature a number of activities, as well as thoughts from Rev Alison Calvin (Diocese of Kilmore).

ADYC is currently seeking to review its focus of activity in order to be more effective in encouraging young disciples in parish settings. We look forward with expectancy!

### **CASHEL & OSSORY**

Since Mr Scott Evans left the diocese at the end of his contract in June 2012, the diocese has appreciated the extensive work done by Mr Evans but also realised that the task asked of him was not only difficult, but perhaps impossible. A decision was made that the finances used to fund the work done by Mr Evans, will be set aside for youth projects in the diocese for the next two years. These projects can either be parish or joint ventures. It was realised that time is required to further the work done and to maintain momentum.

### **CLOGHER**

*Wells* Project: This month has seen the diocesan *Wells* project youth ministry initiative enter its final twelve months of its three-year life. Happily, the project continues to be well received by parishes throughout the diocese both north and south. To date there have been twelve new *Wells* established covering twenty eight parishes involving some three hundred and twenty young people led by seventy five new youth leaders. As the project enters its final stage the new challenge is the integration of these new *Wells* into the life of their parishes and the diocesan youth councils.

Youth Ministry Conference: With the increased growth of youth work in the diocese our youth council partnered with Youthlink:NI to provide a one-day youth work conference in the autumn. This proved to be very popular with our volunteers and full time workers with around one hundred present. Seminars included youth ministry resources, social games, interactive prayer, worship and there was time for the bishop to address the conference.

Open College Network (OCN) Level 2 in Youth Work & Community Relations: This accredited training was made available in the Autumn to thirty six youth workers from across the diocese in conjunction with Youthlink:NI. This meant that we were able to provide the

training without cost to individuals or parishes. The impact on the quality of work and confidence of youth workers cannot be overestimated.

Diocesan Youth Weekend: Following the success of last year's event 'Walk on Water' with Mr James McDowell we plan to return to the Share Centre this spring. With the inclusion of the new *Wells* youth ministries we expect more than one hundred young people and their leaders to attend. Our speaker will be the Rev Simon Genoe and his wife, Mrs Zara Genoe from Lisburn Cathedral. They are taking the theme 'Unmasked' and will be looking at the need for integrity in our walk as Christians.

Sponsored walk and Youth Service: The annual sponsored walk and subsequent youth service in Monaghan raised funds for St Christopher's Hospice in Dublin. The walk took place at Muckno forest on St Patrick's Day and the funds handed over in a praise service in St Patrick's, Monaghan in June.

## **CONNOR**

Youth work in the Diocese continues in many parishes with strong uniformed organisations, youth clubs and a number of youth fellowships. It was the hope of the Energize Working Group to hold an event 'Hear our Voice' hosted by Bishop Alan Abernethy in St Anne's Cathedral but due to a number of unforeseen circumstances the event had to be cancelled. Our plan is to take the concept of 'Hear our Voice' out to each rural deanery with Bishop Abernethy hosting the evening to hear from the young people of that area. Using the confirmation records of the past several years personal invitations will be sent to encourage them to attend these important evenings. Taking the information from these evenings about the needs, frustrations and challenges of our young people about Church and life we will look at developing a strategy to tackle the situations we find ourselves in today.

We are grateful to the huge volunteer network committed to delivering youth programmes in the Diocese. Across the Diocese we have a small number of full time and part time youth workers or youth and children's workers in parishes running many different projects in church and in the community.

## **CORK**

Cork Diocesan Youth Council continues to facilitate youth work according to its strategic plan. This plan divides the operation of youth work into three strands.

There are a number of active youth groups meeting in the Diocese. These range from regular weekly meetings to more occasional events. There is active leadership around the Diocese and the annual leaders' weekend held in January attracted over 30 people. All those who have benefitted from the opportunity to discuss with others, and from the sessions of teaching led by Mr Norman Jackson and Rev Isobel Jackson. Presentations were also made to those who had gained the *Fetac Leaders in Training Certificate* and those who gained a Youthpass Certificate.

Cork Diocesan Youth Council runs a series of events throughout the year. In the summer Cork again welcomed a team from Romania funded by the European Youth in Action Fund. During their time in Cork they helped to run a holiday club and engaged in service opportunities in Cork city.

The schools team is now headed up by Ms Hilda Connolly and continues to run workshops, retreat days, parents and student sessions to schools all over the Cork area.

### **DERRY & RAPHOE**

Every week the 48 parishes in our diocese work with over 2,400 young people through a range of initiatives, while the 20 National Schools under our patronage currently have 950 children in attendance.

The diocese complements this work with an increasing range of opportunities for young people and leaders to get involved with at a regional level. A regular program offering more than 13 events throughout the year aims to encourage and strengthen young people in their faith.

In striving to extend our reach into the everyday lives of those we serve, social media and web technology has been a key component. Regular updates alongside relevant stories have seen our reach extend to over 420 followers or fans.

Two exciting projects of note happening this year include extending our 'On The Move' project by working in partnership with *Summer Madness* and our Catholic friends in the Bogside to bring faith to life in the lives of young people through service. We will also be bringing a diocesan youth team to the Czech Republic where we will be working and serving in an orphanage.

DRY (Derry & Raphoe Youth) appreciates your prayers as we seek God's Will in establishing a clear vision for the future.

### **DOWN & DROMORE**

The year 2012, the second year of our new Down and Dromore Youth and Children's Department was one that saw the rapid advancement of new programmes and initiatives (as part of our 5-year strategy) and the continuing refinement of 'old' initiatives such as the Confirmation weekend and services.

These included:

Children's Praise Party: This was a great success with almost 400 children and leaders from 20 parishes attending this annual event in May.

Confirmations 2012: To support confirmations we provided a weekend, confirmation service resource pack, goody bags, certificates and the ubiquitous chocolate fountains for the lunches and dessert suppers!

Resource Development & Training: As well as providing several training and resource events we also produced, in partnership with Youthlink:NI, a book to help support *Continuing Professional Development* for youth/children’s workers. In May we produced a resource to help promote faith in the family home called *Family Time* -distributing 12,000 across the Church of Ireland with a further 5,000 sold. A supporting website to help churches promote family faith [www.familyfaith.co.uk](http://www.familyfaith.co.uk) was also developed.

Youth/Children’s Workers: Working alongside 38 paid workers in our diocese in 2012 with responsibility for children, youth or families.

## **DUBLIN & GLENDALOUGH**

‘Live out your God-created identity. Live generously and graciously toward others, the way God lives toward you.’ Matthew 5:48

It has been another full year of mission, discipleship, leadership training, evangelism & developing resources all through creative conversations in youth clubs, Cathedrals (*over 550 at this year’s ‘Essential’*), schools, churches & homes; online, on streets, on radio & on tv- this year engaging in the continued development of a United Diocesan programme for confirmation, working with over 120 confirmation delegates.

It is truly regrettable that Ms Jude Trenier, the CIYD Youth Ministry Development Officer is no longer with CIYD. She will be truly missed by our Dioceses as a true partner in ministry, having assisted us in bringing new levels of professionalism to youth work in our Dioceses, especially in the areas of collaborating and developing the upcoming resource, ‘Great Expectations; *what a Rector can expect from their Youth Worker and what a Youth Worker can expect from their Rector.*’ We look forward to continuing to work with Ms Trenier as we complete this important project.

Partnering ecumenically and evangelistically continues to be part of the ongoing work having partnered for the 5th year with the Office of Evangelisation on the Emmanuel initiative at DCU’s Helix theatre, with thousands of teenagers.

See [www.3rock.net](http://www.3rock.net) for further details & go and download our APP!

## **KILMORE, ELPHIN & ARDAGH (KEA)**

This year has been the first full year the Dioceses has been without a Diocesan Youth Officer (DYO). In the absences of a DYO the Youth – Kilmore, Elphin & Ardagh (YKEA) Youth Council has undertaken to deliver as much as is practical in the continued provision of Youth Work throughout the Kilmore, Elphin and Ardagh Dioceses.

We have seen real blessing through the events which the Youth Council in partnership with young people across KEA have been involved with over the past year. These people have shown huge commitment in terms of time, energy, wisdom and skills in making a success of and promoting YKEA events.

YKEA events this year have included some of the following activities:

Anois: This year over 40 young people attended the weekend.

Ice Skating: In March of 2012 the annual YKEA Ice-skating trip to Belfast took place with a group of 50 plus young people taking part.

Summer Madness: A group of 60 intrepid YKEA folks travelled with some hesitation to spend the 5 days under canvas. There was a true sense of God's presence throughout the weekend with excellent teaching and worship and a wide programme of outdoor activities and pursuits.

South Carolina: YKEA hosted a group of 20 young people from South Carolina who were involved both at the New Wine Conference and in leading Holiday Clubs in the diocese. A group of 6 young people then visited Camp Saint Christopher in South Carolina and were hugely impacted by their experiences there.

Inside Out: Our 18 plus weekend took place in Ballybofey in Co Donegal in October and was supported by young adults from across KEA. Our speaker was Rev Simon Genoe who inspired and challenged the group deeply.

YKEA Nights: A BBQ attended by over 100 young people was held in the Lissadell Centre as an end of summer get together and a Christmas party and praise night was held in Killashandra Hall in December which was also well attended.

The YKEA Youth Council was very much saddened by the departure of Bishop Kenneth Clarke in the autumn. He was a huge supporter of youth work across KEA during his time as Bishop. We wish the Bishop and Mrs Helen Clarke every blessing in their new calling to the South African Mission Society (SAMS).

## **LIMERICK**

United Diocesan Youth Council:

During 2012 the United Diocesan Youth Council continued to organise a successful range of programme and training events which included the following events:

March – Annual General Meeting was held early in the month. Over St. Patrick's Weekend our *Senior Spring Weekend* for teenagers was held at Ovoca Manor, Co. Wicklow. At that weekend there was an input from the organisation "Love for Life".

April – In partnership with Tuam Diocesan Youth Council a weekend event "West Alive" was held for 10- 13 year olds in Co Galway. A highlight of this event was a trip to Galway city on Saturday. The Diocesan Youth Officer for Tuam Diocese – Mr Steven Brickenden was speaker during worship times at the event.

May – Over the May Bank holiday weekend the Youth Council organised *Diocesan Confirmation Weekend* at Muckross Youth Centre in Killarney, Co Kerry. The group joined

Tralee parish for their parish Confirmation service on the Sunday morning where there was over 22 Confirmation candidates. Archdeacon Wayne Carney facilitated the workshop and worship times during the weekend.

July – The annual trip to *Summer Madness* at the new venue of Glenarm Castle was certainly a programme highlight for a total of 33 young people from throughout the United Diocese. It is good to report that 3 young adults from the Diocese were involved in leadership at the event last year. Later in July our week long *Junior Summer Camp* for 10- 13 year olds took place in Co Kerry.

August – To conclude the summer our *Senior Summer Camp* took place in Bandon, Co Cork in late August.

October – In early October the first part of our three part youth leadership course “Taking a Leading Role” was held with 14 teenagers participating fully. Our Diocese again were pleased that a group joined the *Anois* event at Kilkenny College over the October bank holiday weekend. The highlight of this weekend for many was the return of “Eliminator Challenge”.

November – Our *Junior Weekend* was organised in Co Cork for 10- 13 year olds. The worship times incorporated a mission and outreach theme facilitated by Rev Jane Galbraith (Limerick City Parish).

December – The glitz and glamour was evident at our annual dinner dance held in Adare, Co Limerick on first weekend in early December. The year concluded with our junior & senior day trips to Dublin over two days during the Christmas period.

Parish Youth Ministry:

In local parishes a number of Youth Clubs continue to operate successfully in Tralee, Adare, Limerick & Roscrea. The younger children have the opportunity to partake in many Sunday school groups, GFS & Boys Brigade that also operates in many parishes.

Diocesan Youth Officer

At the end of July the contract of Diocesan Youth Officer – Rev Vicki Lynch concluded and the Diocese began the process to consider options for the future of this post in Diocese.

Conclusion:

The last year was a challenge for many parents/guardians and young people to find sufficient financial resources to be able to join many of the events during the year. Competition from many sporting organisations for “free time” of young people continued to be a challenge during the year. Although challenging the year was successful in the delivery of a successful Youth Ministry programme throughout 2012.

## **MEATH & KILDARE**

Meath & Kildare Youth Zone (MKYZ) was extremely active during 2012 with numerous, varied events taking place throughout the Dioceses and all over Ireland. Friendships were formed across parishes and the wider community of the Church, with teenagers and youth leaders taking part in many different events, in particular, a number of events organised in conjunction with UDYC (Limerick Dioceses).

Confirmation Workshops were hosted by Mountmellick, Edenderry and Navan parishes; the Harvest Youth Festival brought the young people to Trim Cathedral to worship together with the Mark Ferguson Band and Ms Lydia Monds, *Bishops Appeal* and musical enthusiasts in our Dioceses prepared for “Rhythm & Soul”; an amazing contemporary praise and worship service, led by the young people and hosted by Naas Parish. The annual residential took place in June and the Mega Dublin Day Trip in December. These events have all proven to be a great success, drawing greater numbers than ever in 2012.

Groups of young people also participated at *Anois* (the CIYD event in Kilkenny), the UDYC annual dinner dance in Limerick and *Summer Madness* in Glenarm, Co Antrim. Meath & Kildare also hosted the CIYD *Reflect* event for youth leaders in Tullamore parish with a group of twenty youth leaders and volunteers.

## **TUAM**

Youth Groups Meeting: The DIG Youth group and SPLASH Youth group, continue to meet during the year. Ms Irene Goulden and Ms Hazel Clarke organised a varied programme of events throughout the autumn and spring terms. An all age worship service was held by Rev Wendy Callan along with the newly formed Youth Group from St Michaels School in Ballina. The Rev Adam Pullen organised a Youth led service in Ballymote at Christmas and also in St Paul’s, Collooney where the band played during the worship.

Anois 12: Our All Ireland CIYD Camp was held in Kilkenny College last October, there were around 180 participants, including a group from our Diocese. All of the Diocesan Youth Officers organised a busy weekend of activities, and talks.

Ice Skating Trip to Galway: A group of 45 went to the ice skating and swimming trip in Galway.

Leaders Training Weekend: Church of Ireland Youth Department held a training weekend in Tullamore. Three leaders went to the training.

Trip to ZIP-IT (Adventure Centre): The Splash and DIG Group travelled to Lough Key Forest Park.

Junior Camp in Galway: A group of young people joined up with Mr Edward Hardy from Limerick at the Esker Retreat Centre near Galway.

Dawn Service at Skreen: A group of over 100 turned out early to watch the sun rise and enjoy communion on the beach with Bishop Patrick Rooke, Archdeacon Alan Synnott, Rev Wendy

and Rev Adam Pullen. Ms Audrey Moore and her army put a warm breakfast together afterwards in the hall.

Diocesan Fun Day: A relaxed and sunny day in Achill with a trip to a secret garden, a game of rounders on the beach, an open air service at St Thomas's Dugort, and tea at Grays Hall, many thanks to Rev Val Rodgers, Ms Dorrie Darlington and Mr Tim Stephenson for organising this event and for opening up this great venue to everyone. Two cyclists from Tubbercurry held their own on the Greenway Cycle from Newport to Achill.

*Summer Madness 12*: A group of 4 went up to GLENARM to *Summer Madness* in July. This event has been running for many years now and offers a wide range of workshops/seminars, prayer/worship styles, Christian rock bands, charities and sports/activities. We camped with the other dioceses from around the South of Ireland. On Monday Elpin and Ardagh Diocesan leaders organised a barbeque for everyone. Ms Jude Trenier, the new Youth worker for the South gave a number of talks during the weekend.

Junior Camp Lissadell: A group of 17 leaders and 10 to 13 year olds went on the Lissadell camp, the theme for the weekend was 'The Big Takeaway'. We compared Church with a takeaway and looked at what we take away from Church. We went swimming in Bundoran and go karting in Letterkenny.

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

**YEAR ENDED 31 DECEMBER 2012**

**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 enable them to ensure that the financial statements are prepared in accordance with accounting standards. They are also responsible for safeguarding the assets of the Department and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**CHURCH OF IRELAND YOUTH DEPARTMENT**  
**INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 DECEMBER 2012**

	<b>2012</b>	<b>2011</b>
	<b>€</b>	<b>€</b>
<b>INCOME</b>		
Department of Education ( Republic of Ireland)	197,868	211,623
Representative Church Body	196,054	191,548
Donations	7,928	3,436
Interest	3,538	3,997
Jump Team	-	594
Sundry Income	-	80
Programme	<u>14,088</u>	<u>22,204</u>
<b>TOTAL INCOME</b>	<u>419,476</u>	<u>433,482</u>
<b>EXPENDITURE</b>		
<u>Staff &amp; Volunteer Costs</u>		
Staff salaries and expenses	201,089	189,571
Central Board and Executive	15,416	14,614
<u>Training, Programme &amp; Grant Allocations</u>		
Training events	31,392	26,858
Programme events	28,540	33,527
Devolved funding grants	100,983	116,154
Summer Madness	-	5,986
Jump Project Expenses	-	4,932
<u>Office &amp; Administration</u>		
Insurance	1,036	1,557
Auditor's fees	6,366	1,500
Rent	15,757	14,652
Telephone, postage and internet	11,005	9,800
Office expenses	13,841	16,568
Heat and light	2,202	1,901
Depreciation	490	674
Bank interest and charges	1,305	1,387
Resources	3,126	5,352
Sundry	<u>2,223</u>	<u>-</u>
<b>Carried forward</b>	434,771	445,033

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

**INCOME AND EXPENDITURE ACCOUNT – CONTINUED  
YEAR END 31 DECEMBER 2012**

<b>Brought forward</b>	434,771	445,033
<u>Fees &amp; Membership</u>		
General membership fees	1,497	1,548
Youth Link Northern Ireland	<u>11,930</u>	<u>11,656</u>
<b>TOTAL EXPENDITURE</b>	<u>448,198</u>	<u>458,237</u>
	(28,722)	(24,755)
Foreign exchange difference	<u>(642)</u>	<u>4,311</u>
<b>NET (DEFICIT) FOR THE YEAR</b>	<u>(29,364)</u>	<u>(20,444)</u>

Note: The rate of exchange used at 31 December 2012 was £1.00 = €1.225  
(2011 – €1.197).

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND****YOUTH DEPARTMENT  
BALANCE SHEET AS AT 31 DECEMBER 2012**

	<b>2012</b>		<b>2011</b>	
	€	€	€	€
<b>TANGIBLE FIXED ASSETS</b>		-		479
<b>CURRENT ASSETS</b>				
Debtors and prepayments	73,330		100,220	
<b>CASH AT BANK AND IN HAND</b>				
Cash	<u>2,466</u>		<u>5,911</u>	
	75,796		106,131	
<b>CURRENT LIABILITIES</b>				
Creditors	<u>34,934</u>		<u>36,204</u>	
<b>NET CURRENT ASSETS</b>		<u>40,862</u>		<u>69,927</u>
<b>NET ASSETS</b>		<u>40,862</u>		<u>70,406</u>
<b>GENERAL FUND ACCOUNT</b>		<u>40,862</u>		<u>70,406</u>

Note: The rate of exchange used at 31 December 2012 was £1.00 = €1.225

(2011 – €1.197).



## **THE COVENANT COUNCIL**

The Church of Ireland and the Methodist Church in Ireland

### **REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2013**

#### **MEMBERSHIP**

##### **Church of Ireland**

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

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Dr Maurice Elliott

Rev Barry Forde (Secretary)

Rev Canon Virginia Kennerley

Rev Dr Peter Thompson

My Cyril McElhinney (resigned)

##### **Methodist**

Rev Winston Graham (Co-Chair)

Rev Donald Ker

Rev Andrew Dougherty

Rev Janet Unsworth

Rev Louise Donald

Ms Gillian Kingston

Dr Fergus O'Ferrall

Mr Nigel Beattie

#### **Membership**

The Covenant Council is delighted that the Most Rev Dr Richard Clarke, co-Chair, was translated to the role of Archbishop of Armagh and Primate of All Ireland. The Archbishop has been a wise steer of the Council, particularly as our Churches move towards interchangeability, and there are high hopes that this will come to pass under his Primacy. The Council is also grateful to Rev Andrew Dougherty for his tenure as Secretary, and to Rev Barry Forde for taking up the role. It is with regret that Council accepted the resignation of Mr Cyril McElhinney and wishes to place on record its thanks and appreciation for all his efforts and insights during his membership. Mr Philip Benson (CITI), and Mr Rowan Zeelie (Edgehill) have acted as Student Observers on Council as we further links between the Institute and Edgehill.

#### **10th Anniversary of the Signing of the Covenant**

In 2012 celebrations of the 10th anniversary of the signing of the Covenant took place at the Methodist Conference in Enniskillen, and in Dublin and Cork. The role of the Covenant has also been promoted at Diocesan Synods in Meath and Kildare and also in Connor. Council would encourage all Diocesan Synods to place the work and opportunities under the Covenant on their agenda. A short video clip highlighting the work of the Covenant can be accessed online at <http://www.youtube.com/watch?v=a3F7z7xRz4g>.

### **Local Covenant Partnerships and Projects**

There are a number of partnerships and projects that continue to grow. At Queen's University, Belfast a Local Covenant Partnership was signed by the Bishop of Connor and the District Superintendent, the Church of the Resurrection was recognised by both denominations as a 'Covenant Church', and a new Covenant Management Group was put into place to work on behalf of both churches in further unity on campus.

The Church of the Good Shepherd and Primacy in Bangor continue to further the work of the Covenant, whilst in Maghaberry work is underway to agree a Local Covenant Partnership. The Council would like to encourage all churches to think creatively about how the Covenant might be put into effect locally.

### **Interchangeability of Ministry**

Further to the Agreed Principles, presented to and received by General Synod in 2010, from the Methodist and Church of Ireland Working Groups on the Interchangeability of Ministry, and the Second Interim Statement in 2011, in particular Appendix B, the Covenant Council submits the following:

1. That the Methodist Conference in 2012 has acted in accordance with these statements, in agreeing on an Order of Service for the Installation of the President that recognizes the role of the President as 'Episcopal Minister'. This is an articulation, in language, of the role of the President within the Methodist Church and while the language is new, the concept is not. The intentionality of the service, its language, tone and purpose, is at one and the same time, unique to the Methodist Church, and of huge assistance in furthering the work of the Covenant.
2. The Church of Ireland, in working towards the agreed latest date of 2014, now proposes an Ecumenical Canon to Synod in order that we might achieve the agreed will of Synod on interchangeability. It is our hope that through the Bill proposed and the adoption of such an Ecumenical Canon we will recognize the personal, communal and collegial episcopate in the polity of the Methodist Church in Ireland and in particular the office and function of President, his or her predecessors and successors, within the Methodist Church as being that of 'Episcopal Minister'. In addition we work to provide for the presence of Bishops and Presidents at the respective consecration and installation of Bishops and Presidents, and to allow for those ordained and in full connexion with the Methodist Church in Ireland to carry out ministry within the Church of Ireland on such occasions as this is required. This may include sharing in liturgical life and practice, or holding an office within the Church of Ireland.
3. The Canon proposed is submitted on the basis of the agreed and received will at Synod at each stage of presenting Principles and Statements on Interchangeability. It is the hope of Council that the principles it seeks to elucidate are fully endorsed and will come into effect by 2014.

### **Motions to propose at General Synod**

The Covenant Council also propose the following motions for the consideration of the General Synod this year.

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

The Most Rev Dr Richard Clarke

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Dr Maurice Elliott

Rev Barry Forde

Rev Canon Ginnie Kennerley

Rev Dr Peter Thompson’

‘That General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Methodist congregations on or around September 26 each year.’



## COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE

### Report 2013

#### MEMBERSHIP

The Archbishops and Bishops (ex-officio)

The Most Rev Dr Richard Clarke, Archbishop of Armagh (Chair)	Dr Kenneth Milne (Honorary Secretary)
Rev Canon Patrick Comerford	Mr Trevor Morrow
Rev Canon David Crooks	Rev Daniel Nuzum
Rev Canon Dr Ian Ellis	Rev Niall Sloane (Honorary Records Secretary)
Mr Samuel Harper	Rev Canon Helene Tameberg Steed
Rev Darren McCallig	Ms Catherine Turner
Mrs Roberta McKelvey	
Mr Philip McKinley	

#### Executive summary

It is in the interests of every committee and commission of General Synod to emphasise the amount of work that it is undertaking on behalf of the Church of Ireland. That being said, a cursory glance at the pages of this report would reveal that the Church of Ireland - in the areas of ecumenical and inter-faith engagement - is playing a very full part in the wider religious life of this country and of the global Church, albeit within the undoubted limitations imposed by the budgetary stringency that must pertain at present for the Church of Ireland. These involvements remain crucial, if the Church of Ireland is not to retreat into the status of an introspective sect; *what we are* in relation to other Christian traditions and to other religious faiths, is fundamental to our total self-definition.

The Commission of Christian Unity and Dialogue is, as can be seen, heavily involved in many ecumenical encounters, not only in this country but also on the international stage, in particular through our active membership of a number of Anglican Commissions (most recently the Anglican-Lutheran International Co-ordination Committee), the Conference of European Churches and after a short interval, the World Council of Churches.

In the Anglican context, there has been considerable work undertaken through the Anglican Affairs Working Group in the development of our mutual involvements both with our Porvoo partners and, at a new level, with the Moravian Church in Britain and Ireland. In addition, the Rev Niall Sloane (the Commission's Records secretary) has undertaken a great deal of work in seeking to ensure that the Anglican "networks" (which may prove of particular value in the economic exigencies of the present-day) can be used more effectively.

The inter-faith engagement of the Church of Ireland is maintained at international level primarily through the involvement of the Archbishop of Dublin in a number of inter-faith bodies. In addition, several extremely valuable and interesting initiatives have been launched in Ireland in the field of inter-faith dialogue through the Commission's Inter-Faith Working Group and it may truly be said that the Church of Ireland has, among the Christian traditions, led the way in this area.

Those who give so generously of their time and energy in the essential fields of ecumenical advance and inter-faith dialogue truly deserve the gratitude of the General Synod and the entire Church of Ireland.

### **Ecumenical Affairs working-Group**

*The Irish Council of Churches (ICC) [www.churchesinireland.com]*

Officers 2012-2014

President: Rev Fr Godfrey O'Donnell

Vice President: Rev Dr Donald Watts

Immediate Past President: The Most Rev Dr Richard Clarke

Church of Ireland members of the ICC executive committee:

Dr Kenneth Milne

Rev Daniel Nuzum

Rt Rev Trevor Williams

The annual meeting of the Council was held at Taney Parish Centre, Dublin 14 on 29 March 2012.

The Most Rev Dr Richard Clarke, out-going President drew attention to the 're-branding' of the Irish ecumenical instruments - ICC and the Irish Inter-Church Meeting (IICM) - whereby the title 'Churches in Ireland-connecting in Christ' took precedence over the organisations' titles. He also expressed his good wishes to his successor, Fr Godfrey O'Donnell of the Romanian Orthodox Church.

The Council's Board of Overseas Affairs, which sees its role as one of educating, updating and informing the Churches and wider community as to what is happening around the world has decided that due emphasis should be given to European matters, with special reference to the European Union.

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

The Church of Ireland representatives on the committee (which includes representatives of the Roman Catholic Church) are the Rev Dr Ian Ellis and Dr Kenneth Milne. The Archbishop of Armagh, as immediate past President, is also on the committee.

The Theology forum met with several other members of the IICC to discuss the possibility of ecumenical participation in the Decade of Centenaries that is being observed in both political

jurisdictions of Ireland. The Church in Society forum devoted much of its time to the preparation of a paper on ethical investment for presentation to the Churches.

#### *Greenhills Ecumenical Conference*

In March 2012 the Greenhills Ecumenical Conference Organising Committee sought the view of the Church of Ireland as to the direction which the future of the Conference might take in the light of waning interest in recent years and financial considerations. We responded by acknowledging that the future of the conference was a matter for the organisers to decide, and that, regrettably, we had no funds from which to provide financial support. Having since learned that the organising committee has decided to discontinue holding the conference we wish to put on record our deep appreciation of the valuable part that the Greenhills Conference played in the development of ecumenical relations in Ireland.

#### *Churches Together in Britain and Ireland (CTBI) [www.ctbi.org.uk]*

The annual general meeting of the CTBI and Senior Representatives Forum were held in Glasgow on 2-3 May 2012. They were attended by the Most Rev Dr Richard Clarke (a trustee of CTBI) and Dr Kenneth Milne (Senior Representative). The main theme of the forum was how the Churches might engage more fully with the wider society, and in particular with those suffering deprivation and poverty. The meeting provided opportunities to meet with members of the local community in one of Glasgow's most deprived districts, the Gorbals, and to experience the various ways in which the Church of Scotland parish was addressing the situation.

#### *Conference of European Churches (CEC) [www.ceceurope.org]*

CEC came into being in the aftermath of World War II at much the same time as the inception of the European project that resulted in the European Union. It is now undergoing a radical review of its purpose and organisation. As part of this process, member Churches were requested to study a consultative document, *The renewal of CEC*, and to respond to a questionnaire. We complied with this request, and the various submissions will form part of the agenda of an assembly in Budapest in July 2013 at which the Church of Ireland will be represented by Dr Kenneth Milne. The assembly will be preceded by one or possibly two preparatory meetings held in England under the auspices of CTBI.

#### *World Council of Churches (WCC) [www.wcc-coe.org]*

The Bishop of Connor, the Rt Rev Alan Abernethy, has been appointed to the Central Committee of the World Council of Churches on the nomination of the Church of Ireland following consultation with the Methodist Church. We understand that as a member of the Central Committee he will be invited to attend the 10<sup>th</sup> Assembly of the WCC in Busan, South Korea in October 2013.

*In addition to membership of the above organisations, the Church of Ireland also participates in the following dialogues and conversations:*

*Reuilly Conversations [www.churchofengland.org/media/36073/reuilly\_factsheet.rtf]*

The Church of Ireland is a signatory to ‘the Reuilly Declaration’ of 2001 between the Anglican Churches of Britain and Ireland and the French Lutheran and Reformed Churches. Attendance at the meetings rotates by arrangement between these Churches. The Church of Ireland, the Church in Wales and the Scottish Episcopal Church take it in turn to attend the meetings. (See *Journal of the General Synod, 2000*, pp 126 and 129 and *Journal of the General Synod, 2002*, p. 139.)

*Meissen Conversations [www.churchofengland.org]*

These talks are between the Church of England and the Evangelische Kirche Deutschland (EKD). However, observer status has been accorded to the Church of Ireland, the Church in Wales and the Scottish Episcopal Church on a rotational basis, and at present this role is filled by the Church in Wales.

*The Community of Protestant Churches in Europe (CPCE) [www.leuenberg.eu]*

A memorandum of agreement between the British and Irish Anglican Churches and the CPCE (the Leuenberg Fellowship) commits the signatories to (a) exchanging information on their emerging Faith and Order work, (b) meeting approximately every three years for a Faith and Order consultation, (c) exploring together the theological exposition and concrete expression of the Church’s mission, ministry and unity/communion, (d) inviting each other to participate in major projects of theological research and reflection in the service of the Church’s mission in Europe and (e) assisting one another, wherever possible, in developing wider ecumenical relationships in Europe.

This memorandum was approved by the General Synod in May 2012 (the other three Anglican Churches having already adopted it). As our budget makes no provision for any costs that may arise from our being a party to this agreement, we have made an application to the Priorities Fund in that regard.

*Anglican Lutheran International Co-ordination Committee [www.anglicancommunion.org]*

The Church of Ireland has been invited by the Anglican Communion Office to make a nomination by the end of January 2013 for possible membership of this committee.

*Anglican Orthodox International Commission [www.anglicancommunion.org/ministry/orthodox]*

We note with pleasure the appointment of our chairman, the Most Rev Dr Richard Clarke, to this commission.

## **Anglican Affairs Working-Group**

### *Membership*

The Rt Rev Michael Burrows Bishop of Cashel & Ossory (Chair)  
The Rt Rev Harold Miller, Bishop of Down & Dromore  
The Rt Rev John McDowell, Bishop of Clogher  
Rev Canon Patrick Comerford  
Rev Dr Maurice Elliott

Rev Canon Ian Ellis  
Rev Canon Helene Steed  
Ms Kate Turner  
Mr Wilfred Baker

The Rev Canon Helene Tarneberg Steed, rector of Clones, and the Rev Canon Patrick Comerford, lecturer in Anglicanism and Liturgy at CITI were invited to join the Working Group.

### *Anglican Covenant*

The working group continued to follow the local and international developments on the Anglican Covenant. This included the meeting of Anglican Consultative Council (ACC 15) held in New Zealand from 27 October to 7 November 2012.

### *Anglican Networks [www.anglicancommunion.org/networks]*

ACC 15 provided an opportunity for the Communion as a whole to review the level of participation by the various provinces in appropriate networks – it is encouraging to note that the level of involvement by the Church of Ireland is recognised as being comprehensive, please see appendix.

### *Porvoo [www.porvoochurches.org]*

Regular informative reports on meetings, activities and news in the Porvoo Communion were made by the Rt Rev John McDowell (the Church of Ireland Porvoo contact person).

The Porvoo Communion of Churches continued its regular programme of Consultations and Conferences throughout 2012 with the aim to enhancing the common life of its members Churches.

A Conference was held on Diaspora and Migration in Turku, Finland, with a contribution from Mr Philip McKinley on behalf of the Church of Ireland. A Consultation was held on Sacraments and Mission in Dragor, Denmark with a resource paper delivered by the Archbishop of Dublin.

The Porvoo Contact Group had its annual meeting in October 2012, also in Dragor, Denmark. The Group exchanged Country Reports from each member and observer Church and agreed the programme to be submitted to the Porvoo Primates at their meeting in 2013.

This programme includes a Third Consultation on the Diaconia, to be hosted by the Church of Ireland in Dublin in April 2013. In order to prepare the ground for our own contribution to this Consultation a representative group of those serving in diaconal-type ministries met for a half day seminar in CITI in Dublin to explore Church of Ireland experiences of diaconal

ministry. The Revd Canon Patrick Comerford attended a similar gathering organised by the Scottish Episcopal Church to explore its understanding of diaconal ministry in preparation for the April Consultation.

Other planned events are:

The Primates Meeting and Contact Group Meeting in Iceland in October 2013.

A Consultation on Economics and ethics to be hosted by the Evangelical Lutheran Church of Lithuania in 2014.

A Lay and Ordained Church Leaders' Conference and Contact Group Meeting to be held in York in 2014.

The contribution of the Church of Ireland is greatly valued in the Porvoo Communion and although parish and Diocesan links have declined in recent years the Churches of the Communion are very open to closer ties with Ireland.

*Moravian Church [www.moravian.org.uk]*

Discussions were continued with representatives of the Moravian Church. The Working Group has been particularly tasked by the Standing Committee to examine the document *Finding our delight in the Lord* which has provided the basis for a relationship of full communion between Anglicans and Moravians in the United States and to explore whether its agreed principles provide a basis for similar developments here. This amounts to a significant ecumenical initiative and the work will focus on a residential encounter between representatives of the Church of Ireland and the Moravian Church to be held in Kilkenny in January 2013. While the Moravian Church in Britain and Ireland is structured as a single province its discussions with the Church of Ireland are taking place as a bilateral conversation and the participants include bishops of both traditions.

*Old Catholics [www.willibrord.org.uk]*

The Bishop of Cashel and Ossory continues to attend meetings of the Society of St Willibrord which promotes relationships between Anglicans and Old Catholics.

## **Inter-Faith Working-Group**

### *Membership*

The Most Rev Dr Michael Jackson, Archbishop of Dublin (Convenor)

The Rt Rev Trevor Williams, Bishop of Limerick

The Rt Rev Patrick Rooke, Bishop of Tuam

Rev Darren McCallig (Honorary Secretary)

Very Rev Sandra Pragnell

Rev Canon Glenn West

Ms Georgina Coptly

Dr Susan Hood (to November 2012)

Mr Tom Tate (from April 2012)

Rev Ása Björk Ólafsdóttir (from January 2013)

Supporting and resourcing the Church's engagement with people of other faiths remains the central focus of the Inter Faith Working Group. In the past year the group organised two seminars, one in Belfast in October 2012 and one in Galway in March 2013.

Questions of religious diversity and education were the focus of the half-day seminar held in St Thomas' Church, Eglantine Avenue, Belfast on Saturday 13 October. The event, entitled 'Educating for Understanding' provided a space to address some of the theological, pastoral and practical implications of our increasingly multi-cultural and multi-religious society. The main speakers were the Rev Dr Inderjit Bhogal, leader of the Corrymeela Community; Dr Katy Radford, a social anthropologist working at the Institute for Conflict Research and a member of the executive council of the Northern Ireland Jewish community; and Mr Norman Richardson, lecturer in religious education and diversity/intercultural education at Stranmillis University College, Belfast.

Nairobi-born Dr Bhogal, who is a former president of the British Methodist Conference, emphasised the fruits of interreligious dialogue. Engaging with members of other traditions, he said, deepens our understanding both of our own faith as well as that of the other. Dr Radford, who authored a comprehensive report on inter faith and healthcare provision, said that many of the issues which arise in hospitals also arise in schools: the need for single-gender facilities, dress codes, sensitivity to holy days and seasons when preparing timetables, diet, etc. Mr Richardson drew attention to the 'four pillars of education' as outlined in a 1996 report to UNESCO: learning to live together, learning to know, learning to do, and learning to be. The papers from the Belfast seminar are available on the Church of Ireland website.

Then, in March 2013 a workshop on inter faith engagement was held in Galway. The workshop was based around the Porvoo Communion's study guide 'Keys to Inter Faith Engagement'. The aim of the 'Keys' document, and of the workshop, was to enable people to consider the situation where they live with their neighbours from different faith communities, and to support and develop inter faith dialogue. The event (held at the Chapel of Saint Columbanus on the campus of the National University of Ireland, Galway (NUI) was led by the Rev Canon Andrew Wingate. Canon Wingate was the founding director of the Saint Philip's Centre for Study and Engagement in Leicester, and is now a consultant/teacher in the area of inter faith relations, particularly within Scandinavia.

The Working Group hopes that the Belfast and Galway seminars will help to build capacity among the network of diocesan inter faith advisers and also call the wider Church's attention to the enrichment as well as the challenges which a multi-religious society provides.

The group noted the launch by the Archbishop of Dublin in November 2012 of the report *Land of Promise? An Anglican exploration of Christian attitudes to the Holy Land, with special reference to Christian Zionism*. The document was prepared by the Anglican Communion's Network for Inter Faith Concerns of which Archbishop Jackson is chair at the request of the Anglican Consultative Council. The publication was sent to the Dublin Jewish and Muslim communities for comment and is available on the Anglican Communion website.

Finally, there were a number of membership changes during the past year. Dr Susan Hood resigned, while Mr Tom Tate and the Rev Asa Bjork Olafsdottir were co-opted onto the working group.

### **European Affairs Working-Group**

#### *Membership*

The Most Rev Dr Richard Clarke

Miss Janet Barcroft

Mr Robert Cochran

Rev Canon Adrian Empey

Rev Canon David Hutton Bury

Rev Canon Eithne Lynch

Rev Canon John Merrick

Dr Kenneth Milne

Mr Robert Roe

Rev Canon Terence Scott

Professor Ben Tonra

It has been the custom for the Church and Society Commission (CSC) of the Conference of European Churches (CEC) to seek a meeting of representatives of the Churches and government representatives at the start of each new European Union (EU) presidency. The Irish government has held the presidency since 1 January 2013 and the Irish Council of Churches (ICC) is in discussion with the CSC of CEC in order to arrange such a meeting. At a one-day conference held under the auspices of the Institute of International and European Affairs on 23 November, at which we were represented, ministers announced that the Irish government's priorities for its presidency include (a) economic recovery, with special emphasis on youth employment, (b) regulation of the financial sector and (c) agreement on an EU budget. It is important that Church perspectives on such issues are conveyed to the presidency.

We were also represented at a seminar in Dublin on the implications for Ireland and Northern Ireland of the proposed referendum on Scottish independence, and at a number of briefing sessions and presentations arranged by the Institute of International and European Affairs (IIEA).

As reported last year, the Board of Overseas Affairs of the ICC now includes on its agenda matters relating to Europe, which are most effectively addressed ecumenically. Given the highly structured channels of communication between the Roman Catholic Church and the agencies of the EU through the Commission of the Bishops' Conferences of the European Community (COMECE) it is highly desirable that the other Irish Churches are kept aware of current and pending issues and also, as appropriate, make their views known.

We are at present preparing a directory of Anglican, Ecumenical and Inter-faith links with the Church of Ireland which will be shortly available to members of the Church.

**Resolutions:**

- (a) That the report of the Commission for Christian Unity and Dialogue be received
- (b) That the following be appointed members of the Commission for Christian Unity and Dialogue

The Archbishops and Bishops

Rev Ása Björk Ólafsdóttir  
Rev Canon Patrick Comerford  
Rev Canon David Crooks  
Ms Georgina Coptý  
Rev Canon Dr Ian Ellis  
Mr Samuel Harper  
Rev Darren McCallig  
Mrs Roberta McKelvey

Mr Philip McKinley  
Dr Kenneth Milne  
Mr Trevor Morrow  
Rev Daniel Nuzum  
Rev Niall Sloane  
Rev Canon Helene Tarneberg Steed  
Ms Catherine Turner

## COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE NETWORKS

The Commission for Christian Unity and Dialogue appoints representatives to the various networks it is associated with. With the advancement of electronic communication many of these networks converse through email groups/forums thus greatly reducing costs and increasing interaction. These networks include: Anglican Affairs, Network for Inter Faith Concerns (NIFCON), Churches Together in Britain and Ireland (CTBI) and Church Action on Labour and Life (CALL). Full information on the networks may be found at: [www.ireland.anglican.org/index.php?do=news&sid=16](http://www.ireland.anglican.org/index.php?do=news&sid=16).

A number of new networks have been formed in recent months and it is hoped to make appointments to these by June 2013. The Network coordinator is the Rev N Sloane, Hon Records Secretary of the Commission for Christian Unity and Dialogue.

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### ANGLICAN NETWORKS

The official Networks of the Anglican Communion, coordinated from the Anglican Consultative Council (ACC) office in London, draws together Anglicans involved in particular aspects of mission and ministry. The Church of Ireland is represented on the following committees.



<b>International Anglican Women's Network (IAWN)</b>	Canon D Clements
<a href="http://www.iawn.anglicancommunion.org">www.iawn.anglicancommunion.org</a>	
<b>International Anglican Family Network (IAFN)</b>	Mrs R McKelvey
<a href="http://www.iafn.anglicancommunion.org">www.iafn.anglicancommunion.org</a>	
<b>International Anglican Youth Network (IAYN)</b>	Mr D Brown
<a href="http://www.iayn.anglicancommunion.org">www.iayn.anglicancommunion.org</a>	
<b>Anglican Health Network</b>	Rev D Nuzum & Ms Lydia Monds
<a href="http://www.anglicanhealth.org">www.anglicanhealth.org</a>	
<b>Anglican Communion Safe Church Network</b>	<i>Vacant</i>
<a href="http://www.safechurch.anglicancommunion.org">www.safechurch.anglicancommunion.org</a>	
<b>Colleges and Universities of the Anglican Communion</b>	<i>Vacant</i>
<a href="http://www.cuac.anglicancommunion.org">www.cuac.anglicancommunion.org</a>	
<b>Anglican Theological Education Network</b>	Rev Dr M Elliott
<a href="http://www.anglicancommunion.org/ministry/theological/teac/index.cfm">www.anglicancommunion.org/ministry/theological/teac/index.cfm</a>	
<b>Anglican Peace and Justice Network (APJN)</b>	Rt Rev T Williams
<a href="http://www.apjn.anglicancommunion.org">www.apjn.anglicancommunion.org</a>	
<b>Anglican Refugee and Migrant Network (ARMN)</b>	Mr P McKinley

[www.armn.anglicancommunion.org](http://www.armn.anglicancommunion.org)

**Anglican Communion Environmental Network (ACEN)**

*Vacant*

[www.acen.anglicancommunion.org](http://www.acen.anglicancommunion.org)

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NETWORK FOR INTER FAITH CONCERNS (NIFCON)  
NIFCON links those in different provinces with a particular concern for inter faith relations, and coordinates news and resources in this area.

Most Rev M Jackson

[www.nifcon.anglicancommunion.org](http://www.nifcon.anglicancommunion.org)

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**CTBI NETWORKS**

Many issues facing the church benefit from a unified approach. Churches Together in Britain and Ireland works with member churches to co-ordinate responses, share resources and learn from each other's experiences. There are currently six main work areas.



The Global Mission Network

Rev P Hoey

[www.ctbi.org.uk/CA/13](http://www.ctbi.org.uk/CA/13)

The Churches International Student Network

Rev D McCallig

[www.ctbi.org.uk/CC/15](http://www.ctbi.org.uk/CC/15)

Church and Public Issues

Mr T Morrow

[www.ctbi.org.uk/CF/18](http://www.ctbi.org.uk/CF/18)

Faith & Order Reference Group

Most Rev M. Jackson

[www.ctbi.org.uk/CG/19](http://www.ctbi.org.uk/CG/19)

China Desk

Most Rev M Jackson

[www.ctbi.org.uk/153](http://www.ctbi.org.uk/153)

Consultative Group On Ministry Among Children

Rev A Taylor

[www.ctbi.org.uk/201](http://www.ctbi.org.uk/201)

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**CHURCH ACTION ON LABOUR AND LIFE (CALL)**

An Ecumenical Initiative to Promote Social Europe

Dr K. Milne

[www.ceceurope.org/cec-newsletters/call-church-action-on-labour-and-life/](http://www.ceceurope.org/cec-newsletters/call-church-action-on-labour-and-life/)





## REPORT OF THE LITURGICAL ADVISORY COMMITTEE TO GENERAL SYNOD 2013

### MEMBERSHIP ELECTED 2010

The Rt Rev Harold Miller (Chair)  
The Rt Rev Michael Burrows (Vice Chair)  
Rev Canon Gerald Field (Hon Secretary)  
Rev Canon Michael Kennedy  
Ven Ricky Rountree  
Very Rev Maria Jansson \*

Rev Alan Ruffli  
Rev Elizabeth Hanna \*  
Rev Peter McDowell  
Mrs Jacqui Wilkinson  
Mrs Alison Cadden  
Ms Julie Bell

### Co-opted Members:

Rev Dr Peter Thompson  
Rev Adrian Dorrian  
Very Rev Sandra Pragnell  
Rev Robert Ferris  
Rev Ken Rue

### Consultants:

Canon Lady Shiel  
Rev Canon Brian Mayne†  
Rev Canon Edgar Turner  
Dr Donald Davison

### Church of Ireland Theological Institute Rep:

The Rev Colin Darling

\* *Resigned May 2012*

† *Died 19<sup>th</sup> December 2012*

### EXECUTIVE SUMMARY:

Since its formation in 1962 the Liturgical Advisory Committee has sought diligently to implement the objectives then set before it:

- To formulate and suggest to the General Synod such liturgical proposals relating to Public Worship as may seem desirable to the Advisory Committee from time to time;
- To consider and report on, if requested to do so by the General Synod, such other liturgical proposals relating to Public Worship as may be brought before the said body from time to time;
- To foster the study of the Book of Common Prayer and of the Public Worship of the Church by preparing articles relating to these subjects and offering them for publication.

During the past fifty years much has changed in the way we do liturgy. During that time the LAC has been regularly evaluating its role in the light of those changes and at the request of General Synod. Some of those changes, in both printed and electronic liturgical resources, have led to the development of making what would be considered 'corporate worship' more easily accessible for private devotion, and so enhance a growth

in personal spirituality. Our primary aim remains to provide quality liturgical resources worthy of the Church of Ireland, and worthy of the glory of the God whom we serve.

The Committee usually meets four times a year, and the sub-committees developing material in the areas of Liturgical Education and Formation, Music, Liturgical Resources and Electronic Liturgy continue to be the focus of the Committee's discussions, planning and action.

The objectives for the coming year will be:

- to further consider the content for and provision of a supplement to the hymnal;
- to work with Historical Centenaries Working Group of the General Synod in the preparation of liturgical resources to meet their requirements;
- the completion of on-going projects in the area of formation, electronic liturgical resources;
- to encourage and support the Chairman in the production of his work *The Week of Weeks*, providing resources for Lent Holy Week and Easter pertinent to the Church of Ireland.

Our participation in, and representation of the Church of Ireland at, international and interdenominational liturgical fora is a role much valued by fellow members of the Four Nations Liturgical Group (a conference of representatives from the Liturgical committees of the Anglican churches in Ireland, Scotland, England and Wales) and the International Anglican Liturgical Consultation, which we shall be hosting in Dublin this year.

## REPORT

### REV CANON BRIAN MAYNE

It was with great sadness that the Liturgical Advisory Committee, the Church of Ireland, and those involved in the wider liturgical life of the Church, received news of the death of Canon Brian Mayne last December. As was noted in last year's report (when Canon Mayne's resignation from the LAC on health grounds was reported) as a former Honorary Secretary of the committee, Canon Mayne had serviced the liturgical life of the Church in many and varied ways, notably as editor of the *Book of Common Prayer 2004*, and also through his books and contributions to the *Church of Ireland Directory*, *The Church of Ireland Gazette*, the *Sunday and Weekday Readings* booklet, the International Anglican Liturgical Consultation, and his continued membership of the Liturgical Advisory Committee as a consultant since retiring from parochial ministry. We extend our sympathies and prayers to Brian's widow Valerie, and to their family.

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

The Committee's request to the House of Bishops to extend by, a further five years, their permission for the experimental use of *Holy Communion by Extension (for those unable to be present at the public celebration)*, received a favourable response. We shall be reviewing the use of this service in the light of experience over the coming year.

As reported last year, we began discussions with Cumann Gaelach na hEaglaise, whom the LAC wishes to commend, for their work of making available further services from the *Book of Common Prayer 2004* in Irish. This has subsequently led to the production

of an Irish/English parallel texts publication of prayer book material, and we shall be developing ways to make this available in electronic format.

The preparatory work begun last year on a liturgy for use across the Church of Ireland for the commissioning of diocesan lay ministers, including diocesan readers, was put on hold to allow time for the new training programme to be assessed and any liturgy to reflect the ethos of that training.

The request from Standing Committee, to collaborate with the Church of Ireland Historical Centenaries Working Group in providing liturgies pertinent to the decade of celebrations, has been the focus of the work of the Resources sub-committee, and is reported below.

The work on a supplement to the Church Hymnal has also continued during the past year with a very positive response from Church of Ireland members with regard to possible content. Those many suggestions have challenged the members of the Hymnal sub-committee, but a definitive list is nearing completion at the time of writing this report. (See Appendix 2). A full copy of the texts will be available for members of General Synod to peruse.

At the November meeting of the LAC we were pleased to welcome the Rev Paul Thomas from the Church of England Liturgical Commission. Mr Thomas explained the background to the creation of a resource “*Worship Workshop*”, for use by schools, Sunday schools and Church families. This is intended to be a free resource, designed to be used primarily with whiteboards and projectors in classroom setting. The site, [www.worshipworkshop.org.uk](http://www.worshipworkshop.org.uk) suggests music and seasonal material for use in an act of school worship, and whilst still undergoing further development it will eventually include Eucharistic material.

Mr Thomas led the Committee through the stages for the on-line production of a worship resource on a specific theme. He further explained that this resource was being made freely available by the Church of England.

The response from members was very positive, whilst recognising that certain elements may need to be adapted for use in two jurisdictions, something the Committee will work on in collaboration with Mr Thomas. There is a willingness to promote the site as much as possible within the Church of Ireland.

Whilst the work of the Liturgical Advisory Committee relies to some extent upon the initiative of its members to implement the objectives set out by the General Synod, it is also very much dependent upon suggestions made to it by those within the Church community who identify areas where liturgical resources may be lacking. We are grateful to all those who over the past year have identified ways in which we may support them in their ministry of worship.

## **LITURGICAL EDUCATION AND FORMATION**

The resignation of one of the authors from the Committee has meant that work on the completion of the second volume in the PRISM series looking at Baptism has not been finalized. We hope to make progress on this in the coming year.

## MUSIC

Consideration of a supplement to the current Church Hymnal came in response to individuals or groups in the Church of Ireland identifying a lack of suitable music resources in certain categories. These include material which is suitable for worship with children, 'new' material that has emerged in recent years, liturgical resources, and popular hymns which are absent from Church Hymnal 5. In the sixteen years since work began on the composition of the current hymnal, a significant number of new hymnody resources have been produced, which has led the sub-committee to consider items suitable for use in the Church of Ireland.

The provisional list of material which was appended to last year's report has undergone further revision as this project nears completion, and will be on the LAC stand at General Synod.

## LITURGICAL RESOURCES

As noted above, the request of Standing Committee for the Liturgical Advisory Committee to resource orders of service for use during the various centenary celebrations through 2012 - 2022 has focussed much of the work of this sub-committee. Work is currently underway for the provision of liturgical resources which could be used in a general commemoration context and also for material applicable to each specific commemoration during this decade. We have completed work on a Service of the Word to commemorate the Dublin Lockout, and a template for future liturgical resources.

There has also been a request for the provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth. This very sensitive area of ministry will be given due consideration in the coming year.

The on line resource "*Worship Workshop*" mentioned earlier will be an on-going part of this sub-committee's work, in liaison with the Church of England.

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

## FUTURE PLANS

Our future plans include:

- The finalizing of the hymnal supplemental;
- Implementation of an evaluation procedure for current liturgies approved for experimental use;
- Endeavouring to provide resources for the various centenary celebrations with assistance of other appropriate persons;
- Furthering development of the worship section of the website;
- Furthering the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts;

- The provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth;
- A continued representation of the Church of Ireland in the wider national and international liturgical fora, so that resources and ideas which might be of value in the celebration of our liturgy are available for use from the wider Church.

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

### **RESIGNATIONS AND APPOINTMENTS**

During the year the Committee has regrettably noted the resignations of the Very Rev Maria P Jansson and the Rev Elizabeth Hanna from its membership. The Committee wishes to record its deep appreciation to them for their dedication and committed work. The Rev Jonathan Campbell-Smyth, the Church of Ireland Theological Institute observer on the Liturgical Advisory Committee was replaced by the Rev Colin Darling. Also Canon Patrick Comerford, in his capacity as Lecturer in Anglicanism and Liturgy in the Church of Ireland Theological Institute, was invited to be an observer.

After 21 years as a member of the LAC, Bishop Michael Burrows has decided not to put his name forward for re-election to the Committee in this year's triennial election. Whilst many General Synod members will have experienced his eloquence and enthusiasm for liturgy from the podium during the years of preparation for the Book of Common Prayer 2004, only those who have served on the LAC with him will have known the consistency of that enthusiasm over the years and its infectiousness for fellow committee members. We wish to acknowledge Bishop Michael's significant contribution to the work of the LAC, and his wider contributions to the liturgical life of the Church of Ireland.

**Liturgical Advisory Committee Motion No.1:**

*To be proposed by Bishop Michael Burrows, seconded by the Revd Adrian Dorrian*

“That the following be elected to the Liturgical Advisory Committee for the triennium term May 2013 – May 2016.”

The Rt Rev Harold Miller  
Ven Richard Rountree  
Rev Canon Gerald Field  
Rev Canon Michael Kennedy  
Rev Adrian Dorrian  
Rev Robert Ferris  
Rev Peter McDowell  
Rev Kenneth Rue  
Rev Alan Rufli  
Rev Dr Peter Thompson  
Ms Julie Bell  
Mrs Alison Cadden  
Ms Jacqueline Mullen

**Liturgical Advisory Committee Motion No.2:**

*To be proposed by Bishop Harold Miller, seconded by the Revd Canon Gerald Field*

“That General Synod welcomes the progress made towards an authorized supplement to the Hymnal, approves the proposed content subject to any final revision necessary, and directs the Standing Committee to make whatever arrangements needed for its publication as soon as is practicable.”

## APPENDIX 1

### Holy Communion by Extension - A Sample Survey of Licensed Clergy

#### Questions to be put to clergy

- Do you use the facility of Holy Communion by extension?
  - How often?
- Who is authorised to administer Communion in your context?
  - By whom are they authorised?
  - What form does this authorisation take?
  - Are they offered training, and if so, how?
- Does the administration take place immediately after services in Church?
- In what circumstances is this service used?
- What are the practical difficulties with the administration of Holy Communion by extension?
- What changes, if any, would you make to the liturgy as it is provided?
- Is a traditional language version of Holy Communion by extension required?
- Have you identified any used for this service other than with the sick and housebound?
- Would you be in favour of any additional uses for the service?

## APPENDIX 2

### Hymnal Supplement – Contents March 2013

A rich young man  
A sign shall be given (Immanuel)  
Advent Candles tell their story  
All hail the lamb  
All heaven declares  
All I once held dear  
Allunde, Allunde  
And he shall reign  
As we gather  
Be bold, be strong  
Before the throne  
Behold the Lamb  
Beneath the cross of Jesus  
Blessed be your name  
Blessed is the king who come  
Blest are they  
Bread is blessed and broken  
Bring to the Lord a glad new song  
Calm me Lord  
Child of blessing, child of promise  
Christ is surely coming  
Clap your hands all you nations  
Come let us use the grace divine  
Come Lord and meet us  
Come, sing the praise of Jesus  
Come, thou fount of every blessing  
Defend me, Lord  
Don't build your house  
Eat this bread  
Eternal God before whose face we stand  
Faith as small as a mustard seed  
Far and near, hear the call  
Father God you love me  
From the breaking of the dawn  
From the squalour of a borrowed stable  
Give me peace O Lord I pray  
Give me the faith which can remove  
Glory to God, the source of all our mission  
Go at the call of God  
God everlasting, wonderful and holy  
God loves me  
Great is the darkness  
Hail thee, festival day!

Hallelu, hallelu, hallelu, hallelujah  
He came down that we might have love  
he made the stars to shine  
He's got the whole world in his hand  
How good is the God we adore  
How lovely is your dwelling place  
How sacred is this place  
How shall they hear  
I stand amazed in the presence  
I will not be afraid  
I will offer up my life  
I will sing the wondrous story  
I'll go in the strength of the Lord  
I'm gonna jump up and down  
I'm not ashamed  
In Christ alone  
In the heart where love is abiding (Ubi Caritas)  
In the Lord I'll be ever thankful  
In the name of Christ we gather  
Jesu tawa pano  
Jesus Christ is waiting  
Jesus Christ, I think upon your sacrifice  
Jesus is king  
Jesus keep me near the cross  
Jesus lead us to the Father  
Jesus' love is very wonderful  
Jesus on the cross is lying  
Jesus, be the centre  
Jesus, Saviour, Lord (Saranam)  
Jesus, tempted in the desert  
Joshua fought the battle of Jericho  
King of Kings, Majesty  
Let all creation dance  
Let me tell you about a baby  
Let us talents and tongues employ  
Lift high your hands in blessing  
Lift thy banner  
Light of the world  
Like the murmur of the dove's song  
Longing for light (Christ be our light)  
Lord, I come to you  
Lord, I lift your name on high  
Lord, make us servants of your peace  
Lord, we have come at your own invitation  
Low in the grave he lay  
Mayenziwe (Lord's Prayer)  
Mister Noah built an ark

Morning glory, starlit sky  
My God is so big, so strong and so mighty  
My heart is filled with thankfulness  
My hope is built on nothing less  
My Jesus I love thee  
My Jesus, my Saviour  
My life flows on in endless song  
Now go in peace  
Now let your people  
Now through the grace of God we claim  
O Church arise  
O God how we have wandered  
O God of faith  
O God, you are my God alone  
O God, you search me  
O Lord you knelt to wash  
O Merciful redeemer hear  
Oh, to see the dawn  
One is the body, and one is the Head  
Our God is a great big God  
People look east  
Praise the One who breaks the darkness  
Pray for the church, afflicted and oppressed  
See him lying on a bed of straw  
See the Lamb of God  
See what a morning  
Send me, Lord (Thuma mina)  
Shalom Chaverim  
Silent Surrender  
Sing a song, sing a joyful song  
Sing choirs of heaven (Exsultet)  
Sing God's Easter people sing  
Sing of Andrew, John's disciple  
Sleep my darling (Heaven Song)  
Sons of the holy one  
Speak, O Lord, as we come to you  
Spirit of God within me  
Spirit of holiness, wisdom and faithfulness  
Spirit of the Lord, come down  
Stay with me, remain here with me  
Stop and think  
Sweet Sacrament divine  
Take, oh take me as I am  
Teach me to dance  
The Church is wherever God's people are praising  
The hour has come foretold since time began  
The kingdom of God is justice and joy

The Lord's my shepherd  
The time was early evening (Song of the Supper)  
The Virgin Mary had a baby boy  
There is a higher throne  
This is the truth sent from above  
This little light  
To be in your presence  
Wash me clean in that cool river  
We bring you, Lord, our prayer and praise  
We pray thee, heavenly father  
We shall go out  
When it's all been said and done  
When Joseph went to bed one night  
When pain and terror  
When peace, like a river  
When you prayed beneath the trees  
Who is on the Lord's side?  
Who is the Rock?  
Who would think that what was needed  
With Jesus in the boat  
Wonderful Lord  
Word of the Father, the life of creation  
Worship, glory, praise and honour  
You are my strength when I am weak  
You can't stop rain  
You who dwell (eagle's wings)  
Your words to me  
You're the Lion of Judah

### **Liturgical Section**

Armagh Setting  
St Columbas Setting  
Kyrie Eleison (Ghana)  
Kyrie Eleison (Russian)  
Lord have mercy (Perry St)  
Gloria (Fintan O'Carroll)  
Gloira, gloria in excelsis Deo (Anderson)  
Glory to God, glory to God (Peru)  
Gloria (Taize)  
Alleluia! Your words, O Lord  
Halle, halle, hallelujah  
Pentecostal Alleluia  
We believe in God Almighty  
We believe in God the Father  
Lord hear our prayer (Byzantine)  
Through our lives and by our prayers  
Sanctus (Joncas)

Sanctus

Sanctus (Scarborough Fair)

Christ has died (John Pantry)

Amen

Lord's Prayer (Byzantine)

Our Father (Caribbean)

Lord's Prayer (Lees)

Lord's Prayer (Millennium Prayer)

Agnus Dei (Plainsong)

Agnus Dei

Agnus Dei (Ar hyd y nos)

Lamb of God (Lourdes)

Alleluia, Alleluia (Te Deum)

Behold the Lamb of God

Come my brothers (Venite)

Dona Nobis

Jubilate Deo

Let all creation bless the Lord

Long the year's of faithful waiting

My soul rejoices in God, my Saviour

Our God and Father blessed

With Mary let my soul rejoice

Ps 23 (Fintan O'Carroll)

**THE CHURCH OF IRELAND COUNCIL FOR MISSION**

**Report to the General Synod 2013**

**MEMBERSHIP (JANUARY 2013)**

Rt Rev Alan Abernethy	House of Bishops
Very Rev Stephen Lowry	Synod
Rev Ruth West	Synod
Mrs Felix Blennerhassett	Synod
Vacant	Synod
Rev Paul Hoey	Synod
Vacant	Synod
Mrs Margaret Crawford	Mothers' Union (resigned Jan. 2013)
Vacant	CIYD
Vacant	Bishops' Appeal
Mr Thomas G Wilson	Methodist Church
Vacant	AMS
Mr John Doherty	AMS
Mr Geoffrey Hamilton	AMS
Ms Linda Chambers	AMS
Captain Colin Taylor	AMS
Rev Patrick Burke	Cashel (appointed November 2012)
Vacant	Cashel Alternate
Rev Eileen Cremin	Cork
Vacant	Cork Alternate
Mr Colin Ferguson	Down
Dr Trevor Buchanan	Down Alternate
Rev Peter Galbraith	Connor
Vacant	Connor Alternate
Very Rev Kenneth Hall	Clogher (appointed January 2013)
Vacant	Clogher Alternate
Rev Andrew Quill	Kilmore
Vacant	Kilmore Alternate
Mrs Daphne Wright	Meath
Vacant	Meath Alternate
Ven Wayne Carney	Limerick
Vacant	Limerick Alternate
Rev Adam Pullen	Tuam
Vacant	Tuam Alternate
Rev Paul Hoey	Derry
Vacant	Derry Alternate

Rev Paul McAdam	Armagh
Mr Tom Stephenson	Armagh Alternate
Rev Cliff Jeffers	Dublin
Vacant	Dublin Alternate
Miss Mavis Gibbons	Co-opted
Rev Canon David Brown	Co-opted
Rev Rob Jones	Co-opted

According to the Constitution Alternates attend when the principal Representative is unable to do so.

## **MEMBERSHIP**

The Council expresses sincere gratitude to Bishop Harold Miller who stepped down as Chair, for his stimulation and commitment over many years. We also thank Mrs Margaret Crawford for her input as the Mother's Union Representative and await the appointment of a new representative. Rev Eileen Cremin is now the Cork Representative after the resignation of Mr Mark Dunwoody.

Rev Andrew Quill was elected to Chair the Council.

We welcomed the Rt Rev Alan Abernethy, the Very Rev Kenneth Hall and the Rev Patrick Burke as new members.

## **SUMMARY OF BUSINESS AND DISCUSSIONS OF THE COUNCIL:**

### 1. Back to Church Sunday

The Council continued to promote this initiative. Although the number of parishes officially signing up decreased over the previous years it appears that Back to Church Sunday has now become a regular part of the life of many churches.

### 2. The Persecuted Church

The Council resolved to draw the attention of the Church to the plight of the persecuted Church. According to the Barnabas Fund, at the end of 2012 Christians were being persecuted in 133 counties. One Christian believer was killed every 4 minutes. "Remember those in prison as if you were their fellow prisoners" (Hebrew 13:3).

### 3. Synod Mission Event

The speaker at the 2012 event was Bishop Michael Nazir-Ali who focused on the plight of suffering Christians in various parts of the world.

The Rt Rev Kenneth Clarke, Director of SAMS (South American Mission Society) is to address the 2013 event on the urgency of mission in Ireland today.

4. Mission and the structures of the Church

The Council is keen to explore ways that those central Church committees relating to mission can more effectively and imaginatively work together and is encouraged that the matter is under consideration by the Honorary Secretaries.

5. Mission at parish level

The Council discussed the desirability of every parish setting up a group to oversee the development of mission within the life of the parish. Among the tasks allotted to such groups could be the development of a simple summary statement of the parish's mission strategy along with ring-fenced targeted giving.

6. Pioneer mission projects

The Council is encouraged to note the development of a number of pioneer projects in different areas of the Church but wonders how other such projects might be funded at a time when there is much pressure on parish and diocesan finances. The key role of the Priorities Fund in enabling mission projects is noted with appreciation but might more such projects be facilitated if the cost of employing staff could become part of the Fund's remit?

7. Network Conference

Subject to finance being approved, the Council is planning a Conference for the autumn of 2013 gathering together 3 or 4 people from each diocese. The overall aim is to facilitate better communication about mission at every level. One or more speakers will provide stimulus and challenge. An innovative mission project will be showcased. Listening and the sharing of ideas will be at the heart of the event.

8. META (Mission Experience Trips Abroad) TRIP

The Council notes the large and increasing number of people who have been involved in META trips over recent years. It has asked the mission agencies to give some thought as to how this experience can be harnessed for mission in Ireland. Global mission should impact local mission and vice versa.

9. Website

Given the number of encouraging stories emerging from various parts of the Church the Council considers it would be helpful to have a central space for sharing these and also to make available links to helpful missional resources. Accordingly, Ms Charlotte Howard is exploring the possibility of setting up a website.

10. Statistics for Mission

The Council welcomed the unanimous passing of the Bill at last year's Synod authorising the gathering of statistics and encourages the enactment of this work. It hopes that the exercise will retain a strong missional focus.

11. The Great Commission

Jesus said, 'All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.' Matthew 28: 18-20.

"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." Acts 1:8.

## **RESOLUTIONS**

### Resolution 1:

That the General Synod of the Church of Ireland, recognising this to be a time of critical need and of missional opportunity in Ireland, north and south, calls on every parish, diocese and body within the Church, to make it a priority to fulfil the Great Commission of Christ with urgency, imagination and energy.

### Resolution 2:

That the Very Rev Stephen Lowry, the Rev Ruth West, Mrs Felix Blennerhassett, the Rev Paul Hoey and Capt Colin Taylor be elected as Representatives of the General Synod on the Church of Ireland Council for Mission for the forthcoming year.



## COMMISSION ON MINISTRY

### REPORT 2013

#### 1. Membership

***House of Bishops***

The Rt Rev Michael Burrows (Chair)

***Standing Committee***

Rev Brian Harper

***General Synod - Clerical***

Rev Canon Terence Scott

Rev Dorothy McVeigh

Very Rev Katharine Poulton

***Pensions Board***

Rev Edward Woods

***General Synod – Lay***

Mr Andrew McNeile

Mr Denis Johnston

***The Representative Church Body***

Mrs Lorna Gleasure

Venerable Leslie Stevenson

***Director of the Theological Institute***

Rev Dr Maurice Elliott

***Honorary Secretaries***

Rev George Davison

***Co-opted***

Mr Greg Fromholz

***Central Director of Ordinands***

Venerable Robert Miller

#### 2. Terms of Reference

The Commission on Ministry was established by the General Synod in 1996. In accordance with its terms of reference, the Commission makes recommendations concerning Christian Ministry, both lay and ordained. This includes the deployment of stipendiary and non-stipendiary clergy appropriate to the requirements of the Church of Ireland in the future. Matters relating to ministry may be referred to the Commission by the archbishops and bishops, the Standing Committee and the Representative Church Body.

#### 3. Summary

The Commission on Ministry concentrated on the following issues:

- The Future of Ministry Provision, particularly in changing urban environments and in small rural communities that have become heavily reliant on Non-stipendiary Ministry (NSM);
- Retirement Planning for Clergy;
- Mid-career Vocation Programme for Clergy;
- Self-care for clergy.

#### **4. Emerging Priorities**

The Commission, after significant changes in membership following the expiry of the terms of office of a number of members at the 2012 Synod, decided to take stock of its agenda and priorities. It would wish to place on record its debt to the outgoing commissioners, and especially to the Bishop of Derry who provided visionary and energetic leadership and focus for its work through the years.

It was felt that the continued provision of pre-retirement courses for clergy and opportunities for 'mid-career' review and training remained vital tasks. The Commission was also grateful to be afforded the opportunity to complete its contribution to the review of the tied housing situation for the clergy initiated by the Standing Committee.

It was also felt that the provision of Continuing Ministry Education (CME) for bishops and induction training for newly elected bishops were issues deserving of urgent attention and suggestions have been forwarded to the House of Bishops. Close contact is also being maintained with the Commission reviewing the nature and provision of Episcopal ministry across the Church. This is one example of where the tasks of Church committees concerned with ministry and mission overlap and due care must be taken, in a structured and sustained way, to ensure that such committees feed into the work of one another instead of appearing to operate simply in parallel. The Commission is grateful for the attention to this matter being given by the Honorary Secretaries of the General Synod at this time.

Other areas, some more novel, identified for consideration by the Commission during the year are identified in paragraph 7.

#### **5. Retirement Planning for Clergy**

The Commission has continued with its very helpful and practical pre-retirement courses for clergy.

At the time of writing a further course is planned for 29 and 30 April 2013. The Commission are very grateful to the work carried out by Ms Ruth Handy and Ms Lorna Gleasure.

#### **6. Mid-Career Vocation Programme for Clergy**

There was a very positive response to the Mid-Career training course. It was agreed that the Mid-Career programme was a valuable one and should be maintained. The next programme is planned for 28 and 29 May 2013 in the Church of Ireland Theological Institute. The Commission are very grateful for the work carried out by Ms Ruth Handy and the Very Rev Chris Peters in organising this programme and equally grateful to Canon Terry Scott for agreeing to step in as convenor following Ms Handy's stepping down from the role.

## **7. The Future of Ministry/Urban and Pioneering Ministry**

Following the visionary paper offered as a challenging parting reflection by the Bishop of Derry to the Commission and to the wider Church (as reported to the General Synod of 2012) the Commission continued to reflect at length on the future trajectory of the Irish Church, its emerging ministry needs and the need for courage and imagination particularly in urban areas where issues such as Church planting and training for pioneer ministry need to be taken much more seriously than heretofore. Assisted by a paper produced by Mr Andrew McNeile which was discussed at two of our meetings, the Commission decided to place before the 2013 Synod a motion which would aim to articulate the commitment of the Church to pioneer ministry and training for it, and seek 'to tip the balance' with regard to achieving action in that area. It is recognised that the Church's future in many areas demands willingness to embrace those with particular gifts in terms of outreach and Church planting, but that our existing models of ministry and methods of training make it problematical for the Church to handle fruitfully the distinctive vocations of those called to pioneer-style ministry. A resolution seeking the engagement of the Church with this matter and the provision of some sense of direction will be put to the General Synod, and the text is quoted at the foot of this report.

## **8. Models of Rural Ministry**

Meanwhile, with the assistance of the Very Rev Katharine Poulton and the Venerable Leslie Stevenson, the Commission carefully considered the future ministry needs of small rural congregations, particularly in terms of Eucharistic provision and pastoral care. There is some concern that, notwithstanding the general quality of current ordination training and the need to avoid reviewing its basic principles over-hastily, there is likely to be a decline in the number of NSM clergy available in the coming years especially in the rural dioceses. Some other parts of the Anglican Communion have addressed this by the provision of a locally ordained ministry, where in effect the worshipping community raises up for itself an acknowledged leader and pastor who is also in due course ordained for sacramental functions. While such priests are emphatically priests in every sense, there are definite boundaries in relation to their deployment and mobility; some come to such a ministry after significant service as a reader, or at a stage of life where training for wider ministry would not be envisaged. Ordained local ministry in such settings does not become a kind of 'back door' to other wider ministries but has its own integrity and indeed boundaries. It is recognised that, notwithstanding the relative urgency of the matter in several dioceses, significant issues of principle and of formation are raised here and the Commission has decided to organise a substantial encounter between its members and representatives of certain Church of England dioceses where Local Ordained Ministry has been used and the challenges as well as the benefits have been carefully assessed. This process may lead to the offering of fuller reflections and possibly recommendation to the Bishops and to the General Synod in due course.

## **9. Self Care for Clergy**

The Commission also considered a paper from the Rev Dr Maurice Elliott on theology and practice of self care for clergy (Appendix). This was considered both timely and invaluable, and worthy of reproduction in full for consideration by the General Synod and the wider Church. While fully cognizant of the privileges and joys of a calling to ministry, the paper makes salutary comments about the challenges facing its practitioners in these times, and the need for the Church as a whole as well as the individuals themselves to face up to these.

## **10. Ministry and The Religious Life**

The Commission has begun to consider the importance to the Church and to the refreshment of its ministry of engagement with religious orders and their community life of prayer. Many in the Church of Ireland find spiritual direction and nourishment not just through visits to Anglican religious communities (often outside Ireland) but also through centres of spirituality in Ireland such as the Benedictine houses at Glenstal and Rostrevor. Religious communities have long been a significant if small strand in Irish Anglicanism in both Dublin and Belfast and their role in encouraging renewal and in providing a spiritual heartbeat of prayer and witness among us needs perhaps to be considered in a more structured, receptive and ecumenical manner. This is one of the major themes the Commission has identified for the next phase of its work.

## **Acknowledgements**

The Commission wishes to record its appreciation to outgoing members Mr Samuel Harper and Mr Peter Hamill and welcomes the Rev Brian Harper, the Venerable Robert Miller and the Rev George Davison to the Commission.

## **Resolution**

That this House instructs the Commission on Ministry and respectfully requests the House of Bishops;

- To identify the issue of vocation to, and training for, Pioneer Ministry as a priority in the ministry strategy of the Church;
- To appoint a working group representative of both above mentioned bodies and of the Church of Ireland Theological Institute to explore ways forward in this matter;
- To report their findings to the General Synod via the Commission on Ministry as soon as possible.

## APPENDIX A

### Self-care for Clergy: Theology and Practice

IN THEIR survey of the history of personal identity, *The Rise and Fall of Soul and Self*, Raymond Martin and John Barresi are surprisingly gloomy in their assessment of certain aspects of philosophical engagement with the subject. In one sense the notion of 'self' represents for them an attempt on the part of humanity to elevate itself above the rest of the natural world. That said, they do recognise the crucial role played by the Christian tradition in shaping much of what can only be properly understood as an 'expression of concern with the self and its ability to endure'.<sup>1</sup> In consequence, whilst it is implicit that such a sense of 'self' can often lapse into selfishness and an unhealthy level of introspection, it is affirmed that only on the basis of such self-hood do human beings develop a capacity to relate, a propensity to love, an ability to communicate or even a desire to worship.

This paper aims to open up a conversation which bears directly on the issue of self-care amongst members of the clergy. At its best ordained ministry ought to be a supremely joy-filled expression of Christian discipleship. The call is to enter a way of life that is God-given, Christ-centred, Spirit-enabled and ecclesially sanctioned. Yet in reality too many clergy, some of them after an alarmingly short time, find that the actual experience of ministry falls short of the ideal which such theory and theology suggest. In a recent letter to the *Church of Ireland Gazette*, a newly instituted first-time incumbent, writing in the wake of a colleague's funeral, noted with commendable honesty:

This is a very lonely life...It is a life that requires one to be constantly aware of one's own vulnerabilities. It requires one to be mild-mannered in the face of others' agitation and frustration. It can require receiving abusive phone calls simply because one's number is in the public domain...It is a life where there is constant self-examination as to whether one was present enough, helpful enough and engaged enough (often in difficult circumstances), but it may be impossible to ascertain whether a task was completed well.<sup>2</sup>

These are sobering words and the experiences which lurk behind them are familiar to all clergy.

From a fable set in the world of commerce Patrick Lencioni pinpoints 'three signs of miserable job', observing that individuals begin to suffer demoralisation when issues of 'anonymity', 'irrelevance' and 'immeasurement' are present.<sup>3</sup> By these he intends, respectively, a sense of isolation, no one apparently being aware of what the individual is faithfully trying to accomplish; a inner questioning as to whether the intended result of the

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<sup>1</sup> Martin, R. & Barresi J., *The Rise and Fall of Self*, New York, Columbia University Press, 2006, p.290.

<sup>2</sup> COI Gazette Letters, 17 August 2012.

<sup>3</sup> Lencioni, P., *The Three Signs of a Miserable Job*, (San Francisco: Jossey-Bass, 2007)

contribution is one that will actually make a difference to others; and an increasing awareness that no real progress is being made. Lencioni's analysis again rings uncannily true to the experience of many clergy. For a significant number of clergy the daily grind of faithful pastoral ministry leaves them wondering whether anyone else is aware of the, at times, grim reality of their context. As the parish perhaps plateaus, or even begins to stagnate and decline, it can be very tempting to question whether the message of the Good News, the original motivating factor in bringing the individual to a sense of commitment and vocation, is in fact bearing fruit in any of the ways that were anticipated. As such negative trends become more deeply engrained, the annual cycle of parochial demands can become intolerable, and over time feelings can emerge not only of disillusionment and cynicism but even of abandonment by the very Church which enacted the seal of ordination in the first place.

A recent and significant piece of primary research carried out by Dr Gill Hendron amongst serving Church of Ireland clergy bears out the intuition that many are already suffering from identifiable forms of stress-induced 'compassion fatigue'.<sup>4</sup> Dr Hendron observes that ministers deal on a regular basis with all manner of demanding pastoral situations – viz. bereavement, including the loss of infants or children, suicide, illness, abuse, marital problems, assault, rape, families of murder victims, murderers themselves, human responses to man-made atrocities and natural disasters. The same clergy are expected to be present in the immediate aftermath of traumatic events, and are exposed to further trauma through their ongoing pastoral connection with survivors; indeed they may also have to witness at first hand the actual 'trauma' itself. In their role as counselors, clergy can be used as quasi-mental health professionals and this role becomes all the more complex when the parishioners involved are themselves friends. Such experiences are a natural by-product of the caring which they willingly offer; however, as Dr Hendron notes, the caring is not without a cost to the carer. When the right kind of support structures are not present, the personal outcomes for clergy themselves can be cumulatively devastating - headaches, sleep disturbance, poor concentration, gastric issues, over-eating, alcohol/substance abuse, uncharacteristic behaviour, disproportionate reactions, nightmares, hyper-arousal, apathy, cynicism, aggression; then ultimately, in a total reversal of pastoral integrity, a desire to blame those who are themselves meant to be the objects of care. In worst case scenarios feelings of hopelessness and helplessness may emerge, leading to the dismantling of faith itself and a consequent withdrawal from inner spiritual life and necessary support networks. Such terminology is reminiscent of Lencioni's analysis, and against this backdrop, a genuine theology of, and praxis for, clergy 'self-care' is clearly mandated.

### **The image of God**

The Christian view of 'self' is grounded in its Hebrew ancestry and pushes to a much deeper level than comparable Platonic ideas. The Greek view insisted on the 'soul' alone as the

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<sup>4</sup> Hendron, Gill, *The Cost of Caring*, (Research Presentation to C.I.T.I. Intern Deacons, April 2012)

essence of personhood. By contrast, and consistent with its own doctrine of creation, Christianity emphasises a theology of the 'body' in a holistic sense. Accurately construed, the human 'self' is the totality of the human person, which is necessarily inclusive of the body, the soul, the emotions, the aspirations and the personality. It is this amalgam of personhood in its fullest sense which is blessed and created according to the image of God. To deny the created significance and essential humanity of the body is a form of Gnostic heresy, and this has implications for matters of rest, leisure and appropriate balance as imperative aspects of clerical self-care. For the reason that the divine image is constituted in both 'body' and 'soul', it cannot be overlooked that there remains a persistent tension between ontological and functional aspects of ordained ministry; the tendency for many clergy is that they lapse over time into an imbalance between 'being' and 'doing'. Given that so much of ministry revolves around outcomes which are unseen, it can be tempting for them to hide behind the various 'visible' tasks that have to be fulfilled and to neglect the appropriate, but necessarily hidden, nurturing of both the body and the soul. Such an imbalance eventually becomes unsustainable and does not conform to any true appreciation of what it means to be made in the image of God. Moreover, since all of this is necessarily grounded in an appreciation of the Godhead as Trinity, a properly rounded understanding of 'the image of God' insists on self-realisation emerging from reciprocity, dialogue and meaningful interaction.<sup>5</sup> In itself such engagement with others must counter isolationism and inappropriate withdrawal.

### **The grace of God**

The divine image is an expression of divine grace and serves as a reminder that from beginning to end Christian living is entirely dependent upon divine enabling. As a parent who yearns after his dispersed offspring, God the Father moves in love towards impenitent humanity; as a mediator who fulfils what the Torah demands, the incarnate Son offers his own life; as an limitless source of inspiration, the pentecostal Spirit is imparted as the sole provider of genuine spiritual vitality. Moreover, given that the Gospel itself is rightly understood as 'justification by faith', and that the same Gospel presupposes a covenant partner who is reliable, it follows that Christian ministry will always find a more than ample resource within the grace of God for all it needs to be effective.

A theology of grace asserts that we can do all things through the power of Christ which strengthens us, the only condition being that focus is maintained on a relationship to be cherished and not on a series of programmes to be completed. Such understanding will alleviate the 'everything depends on me' mind-set to which many clergy fall prey. If we believe in grace, such egocentricity is patently deluded. In the New Testament one of the most striking metaphors for ministry is that of running the race, with the associated idea of a handing-on of the baton as in a relay.<sup>6</sup> This analogy is at once indicative of both the need to

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<sup>5</sup> See, for example, the discussion of Miroslav Volf's thinking in Frances Ward, *Lifelong Learning*, (London: SCM, 2005), pp.102-104.

<sup>6</sup> For example, Acts 20:24, 1 Corinthians 9:24, Galatians 2:2, 2 Timothy 4:7, Hebrews 12:1

exercise due diligence in the fulfillment of duty, and the objective fact that the 'baton' is not the sole responsibility of the individual runner, but will at the right time be transmitted to someone else. It is the grace of God and not personal endeavour which likewise will carry forward a necessary succession of ministry and its responsibilities.

### **Apostolic injunction**

In Acts 20:17-38 Paul makes his farewell address to the elders of the nascent church in Ephesus. Having carefully grounded his words in personal commendation and a theology of God's gracious initiative towards all of humanity in the gospel, the apostle then continues,

'Keep watch over yourselves and over all the flock, of which the Holy Spirit has made you overseers, to shepherd the church of God that he obtained with the blood of his own Son' (v.28).

Since these words are expressly targeted towards those who are to serve in a ministry of collaborative church oversight, what is most striking is the causal and reciprocal connection which Paul makes between effective pastoral care and necessary self-care. To keep due watch over oneself is not only an essential aspect of personal vocation, but in fact serves as a key trigger in releasing and sustaining the meaningful delivery of that vocation through ministry. Conversely, to ignore the critical aspect of self-care will be detrimental to the exercise of fruitful ministry. The essential is that clergy enable themselves to deepen their self-understanding. Leadership consultant Daniel Goleman has identified self-awareness and consequent self-regulation as the primary indicators of emotional intelligence and necessary relational capacity.<sup>7</sup> In order to keep watch over themselves, then, it is imperative that clergy are in tune with themselves - their strengths, their weaknesses, their individual psychometry and their given personality drivers.

This point can be reinforced by consideration of the full sense of *enkrateia*, being the New Testament word typically translated as 'self-control'.<sup>8</sup> The general trend is to apply this term within a hermeneutic of moralism, as in the maintaining of appropriate boundaries of behaviour. There is an obvious sense in which the absence of stable character and a propensity for scandal will be damaging for the church and for the Gospel. Nevertheless, the wider application of the word *enkrateia* is indicative of a more generic call for those in positions of church leadership not to be negligent in caring for themselves. 'Self-control' can be taken to mean 'self-governance' in the sense of holding in control the various competing sub-egos of the self. To achieve this balance is *enkrateia*; its antithesis is *akrasia*, understood as a form of chaotic and disintegrated personhood. Equally, it can happen that vocation to ordained ministry is heard as a call to 'self-denial'. Whilst in one sense this is true,<sup>9</sup> it must

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<sup>7</sup>Goleman, Daniel, 'What Makes a Leader?' (Harvard Business Review, 1998).

<sup>8</sup> Galatians 5:23, 2 Timothy 3:3, 2 Peter 1:6.

<sup>9</sup> See, for example, Mark 8:34ff, where the discussion centres on both 'self-denial' and a willingness to 'lay down one's life', the latter being related etymologically to the notion of 'ordination' through the Greek verb *tithemi*.

be understood as addressing the motivational and not the structural self. It does not indicate the need for either self-neglect or an abandonment of self-care.

### **Ecclesial reality**

In attempting to develop a theology of self-care, the final element which cannot be overlooked is the ecclesial reality within which clergy exercise their ministry. In the contemporary and post-modern context there are myriad factors which militate against clergy being able to exercise due diligence in the matter of caring for themselves. For example, few clerical appointments do not burden the individual with significant external expectations; clergy apart, the entire nature of church-life is predicated upon the voluntary faith-commitment of the members, which can in turn raise the problematic matter of insufficient resources. For clergy, 'church' and 'work' coalesce with the result that there can be an unhealthy intensity and no other obvious focus or outlet. In too many parishes pre-existing and often long-standing forms of conflict combine to exhaust even the most enthusiastic incumbent; the unfinished nature of the pastoral task can deprive conscientious clergy of any sense of fulfillment. As in most professions, clergy are often prone to comparing themselves with their colleagues; and there is an increasing sense of prevailing cultural hostility to contend with.

Statistical findings in the UK are seriously disturbing: 3 in 10 clergy have felt like leaving Christian ministry for a prolonged period; a similar proportion find that family life is intrinsically diminished by their work; 4 in 10 feel pressured because of inadequate income; 7 in 10 describe feeling heavily overworked; and across the UK over 200 clergy miss Sunday duties every week on account of stress-related illness, while as many as 1500 church leaders have left ministry over a ten-year period.<sup>10</sup> In the face of this reality, it can be exceedingly difficult not to grow cynical and succumb to those miseries of which Lencioni so pertinently speaks.

### **The Praxis of Self-care**

Turning from theology to practice, it is evident that responsibility for clerical self-care must be a shared enterprise between the individual minister and the institutional church. When difficulties do emerge, clergy tend either to withdraw or to give up, apportioning blame to the parish, the bishop, the diocese or the church in general. It cannot be denied that a measure of responsibility does attach to the community of faith in the life of the institution. Against that, there are many elements of self-care of which only clergy themselves can take ownership. Tolstoy famously declared that too many people think about changing humanity and not enough think about changing themselves, and so we begin with the onus laid solely upon the individual cleric.

In the first place there has to be an insistence that in virtually every circumstance, no matter how bleak it may appear, individuals continue to have the ability to exercise choice. Rev Dr Heather Morris asked recently, 'Will we live [out our calling] like demi-gods; busy, self-

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<sup>10</sup> James Lawrence, 'On the Long Haul' (CPAS: Arrow Leadership Publication, 2004)

absorbed, independent, self-rather than God-glorifying? Or will we *choose* (italics mine) to live it as dependent disciples?'<sup>11</sup> In many instances it could be contended that the primary issue for clergy is not a ministerial or pastoral one, but a personal and discipleship one. Hart expresses this point as follows, 'Most ministers do not burn out because they forget they are ministers; they burn out because they forget they are people.'<sup>12</sup> Only the individual can ultimately take responsibility for regular rest and the essential provision of vital, spiritual nourishment, and of course there is an abundance of helpful material in the area of personal spiritual disciplines to which individual clergy can turn. Some words of Henri Nouwen are apposite:

We have to fashion our own desert where we can withdraw every day, shake off our compulsions and dwell in the gentle healing presence of our Lord. Without such a desert we will lose our own soul while preaching to others... Ministry can be fruitful only if it grows out of a direct and intimate encounter with our Lord.<sup>13</sup>

Closely related to this, individuals must realise that they are in a position to seek out help and put in place a system of spiritual direction. As Edmondson notes, every clergyperson needs to be afforded a safe space in which they can be listened to and prayed for on a regular basis.<sup>14</sup> Such a context can act as an antidote to isolationism and will yield much in the pursuit of self-awareness as someone else is permitted to hold up a mirror and offer the possibility of disclosure. The encounter which is facilitated through spiritual direction can enable the individual cleric to face up to the reality of whatever is causing stress or even fear. Honesty in the naming of such matters is an important first step towards dealing with them appropriately. For this reason it is desirable that a foundation for the sustaining of ministry be established as early as possible, and within training therefore ordinands are encouraged, not least for example within courses that deal with 'Spirituality' and 'Church Leadership', to pursue the helpfulness of spiritual direction.

Furthermore, since human persons made in the image of God are intrinsically relational, there is much self-care to be found in a more general sense through the nurturing of friendship networks as opportunities for openness, and also from private journaling as a form of self-supervision and inner dialogue. Nevertheless, only clergy themselves can meaningfully take the initiative in the establishment and implementation of such practices. Beyond this, clergy can help themselves through enhancement of simple skills in combating the onset of stress-related conditions. More effective planning and administration, noting and celebrating achievements, realistic target-setting, appropriate delegation, learning to say 'No', definitively

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<sup>11</sup> Heather Morris, 'Pursuing Appropriate Support in Ministry', (Paper given to Church of Ireland and Methodist Clergy in Belfast, 2010)

<sup>12</sup> Cited in Brain, P., *Going the Distance* (Kingsford: Matthias Media, 2004) p.20.

<sup>13</sup> Nouwen, Henri, *The Way of the Heart*, (New York: Seabury Press, 1981) p.30.

<sup>14</sup> Edmondson, Chris, *Minister – Love Thyself* (Cambridge: Grove Booklets) p.27.

structured relaxation and a brighter sense of humour are helpful areas in which individuals might be encouraged to develop their own personal capacity.

Turning to the other dimension, there are tangible aspects of clergy-care for which the institutional church must carry responsibility. As is rightly emphasised within the Ordinal, 'none of us can bear the weight of this ministry in our own strength'. Many denominations are not unmindful of this and, increasingly, support structures are being put in place to assist clergy in times of particular need and with the aim of protecting them from crisis or collapse. For example, the Diocese of Connor has developed a scheme of clergy pastoral supervision which is commendable for the reason that it seeks to be proactive.<sup>15</sup> A dedicated team prioritise individual meetings with clergy in an effort to forestall and address difficulties before they become either pressing or unbearable. Another way of delivering good practice in clergy self-care might be closer consideration of the introduction of a system of annual ministerial review. The Church of Ireland could usefully learn from the system being implemented in England, which is carefully crafted to offer an encouraging moment of affirmation rather than a threatening appraisal:

The Ministry Review scheme provides a regular opportunity to consider calling and the practice of ministry. This is one of the ways in which [clergy] can become more open to the renewal of [their] spirituality and competence as servants and leaders.<sup>16</sup>

The crucial matter here is that the church at an institutional level aims to set and maintain an appropriate culture of nurture and encouragement. The most natural way to engage with this is through relevant and rigorous Continuing Ministerial Education (CME). The fact that this is now being delivered both centrally and locally within the Church of Ireland has ensured a necessary raising of standards. The next challenge must be to insist that such provision is stretched beyond the initial three years and, as appropriate, across the totality of a lifetime in ordained ministry.

It has been suggested that clergy broadly fall into one of three categories: the 'motivated' (those who are young, recently ordained and intent on keeping abreast of societal and ecclesial changes); the 'freshly motivated' (those for whom ordained ministry is a genuine 'second career' and who bring with them a clear expectation of quality 'in-service' training); and the 'middle-aged' (by which is meant not an age-bracket but a mindset that has settled for simply 'trudging along').<sup>17</sup> Within such a *schema*, meaningful delivery of CME clearly needs to target the last group, and it will be essential to provide opportunities for checking and refining established patterns and unduly settled rhythms of ministry. In particular, attention needs to

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<sup>15</sup> For a more general discussion of pastoral supervision, see Ward, *op.cit.*, pp.87ff, and Leach & Patterson, *Pastoral Supervision – A Handbook*, (London: SCM, 2010) and *Search* Vol. 35:3, (Autumn, 2012), pp.200-207.

<sup>16</sup> 'Ministry Review Handbook', Rochester Diocese, cited in Edmondson, *op. cit.*, p.16.

<sup>17</sup> Edmondson, *op. cit.*, p.13.

be given to the marking of important ministry milestones. For example, alongside current recognition of mid-career and pre-retirement phases,<sup>18</sup> research suggests that critical moments in the sustaining of healthy ordained ministry come around the 5-7 year and 15 year marks.<sup>19</sup> In addition, new courses need to be developed for those who are entering into first incumbency, for those who are called to episcopal ministry and for those who divert into sector ministries. In terms of work-life balance, consideration should be given by the institution to realistic expectations of workload. One recent survey uncovered the fact that most clergy were putting in hours far above that which was expected of them by members of their parishes.<sup>20</sup> Of similar import is the fact that the Methodist Church in Ireland has recently embraced a Conference resolution that its ministers should be entitled to two days off per week. This policy, along with further implementation of clergy sabbaticals and a sensitive yet open re-appraisal of the obligation laid upon parishes in the event of a prolonged clerical absence due to stress, illness or disciplinary process, ought at least to be afforded consideration by the Church of Ireland.

### **Conclusion**

Many clergy do, and will continue to, struggle with the realities of ministry, with their own exercising of self-care and with the lack of resources made available to them by the Church. It is true that none of us can ever attain the perfection of balance as found in Christ himself; also that within any genuinely Christian community there must be permission for failure. Nevertheless, whereas one strand of gospel understanding affirms the beauty of brokenness, it is important to see this as speaking into the fallen nature of our human condition, not as an excuse for laxity in either personal diligence or inherited ecclesial systems. In apostolic terminology the goal must be a God-honouring ‘finishing of the race’. The contention of this paper is that in pursuit of this goal, responsibility for clerical well-being must be an intentionally shared endeavour between clergy themselves and the institutional church within whose polity they serve. Issues of caring for oneself go to the heart of discipleship, vocation and an appropriately Christian worldview. Alongside this, it is indisputably the case that the institutional church cannot shirk its own responsibility for the well-being of those who are its frontline workers and foot-soldiers.

### ***For further reference:***

‘Being Human – A Christian understanding of personhood illustrated with reference to power, money, sex and time’ – A Report of the Doctrine Commission of the General Synod of the Church of England,  
(London: Church House Publishing, 2003)

**This paper was first published in Search Volume 36.1**

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<sup>18</sup> Such courses are already provided annually by the COI Commission on Ministry.

<sup>19</sup> Edmondson, *op .cit.*, p.14.

<sup>20</sup> Brain, *op .cit.*, p.17.



## CHURCH OF IRELAND MARRIAGE COUNCIL

### REPORT 2013

#### MEMBERSHIP

##### *Appointed by the House of Bishops*

Vacant

##### *Elected by General Synod*

Rev Canon Arthur Barrett

Mrs Sarah Bevan

Rev Brian Harper (Chair)

Rev Bruce Hayes (Honorary Secretary)

Rev Elizabeth McElhinney (resigned March 2012)

Mrs Leslie Sandes

Rev David Somerville

Mrs Deirdre Whitley

Ms Rosalind Willoughby

##### *Co-opted*

Mrs Lynne Heber

##### *In attendance*

Mrs Sandra Massey

##### *Consultant:*

Mrs Claire Missen (retired June 2013)

#### Executive Summary

The Marriage Council exists to provide a range of services in support of marriage throughout the Church of Ireland.

We continue on three areas:

- 1) the provision of counselling services; funded by a grant from the Family Support Agency (FSA) in the Republic of Ireland;
- 2) the provision of resources for clergy involved in marriage preparation and counselling. This may include web-based resources and a library;
- 3) continuing to examine the needs of clergy marriages and to encourage programs of enrichment and support.

##### *Preparation, Counselling, Enrichment*

The Marriage Council continues to offer Marriage Preparation, Marriage Counselling and Marriage Enrichment advice and programmes, generously funded by the Family Support Agency (FSA) in the Republic of Ireland. The original funding has now been exhausted but we applied for and been awarded further assistance from the FSA which is annually reviewed.

At present, funding enables the provision of one counsellor to one couple for marriage preparation at a cost of €10 and marriage counselling is available at €50 (or at the discretion of the Counsellor depending on circumstances) through the FSA.

### **Contemporary Couples**

The feedback from the previous contemporary course has been carefully considered and we are looking at further revision and development. In-service training, such as this, is proving to be difficult within our current budget and will require support at a diocesan level going forward.

### **Clergy Support**

The clergy and spouses retreat was successfully deployed and is being made widely available. It is hoped to encourage dioceses to use the retreat as an opportunity to acknowledge the marriage partnerships involved in ministry and the particular issues, positive and negative, which arise. The retreat involves a Saturday and Sunday stay at a hotel/resort and the diocese would take responsibility for Sunday cover, which would not be considered as a “weekend off”. The cost of the retreat is carried by the diocese, the participants and the Marriage Council.

### **Provision of resources**

We are committed to providing good resources within a limited budget. We will endeavour to make much of this material available through our web-site. The web-site itself has been renewed and is regularly updated. It is hoped the website will be an important source of information for those wishing to get married in the Church of Ireland, as it brings a number of different resources together into one place. Accurate and up-to-date information is also supplied about our trained counsellors and an information base is being developed. The address of the Marriage Council’s new website, to be launched in 2013, is [www.towardsmarriage.com](http://www.towardsmarriage.com)

### **The Year Ahead**

Along with the many other Church agencies and committees, the Marriage Council continues to work on a reduced budget. We are committed to doing so for the benefit of the whole Church and are also committed to providing the best support possible to the Church in its ministry to those who are married or preparing for marriage. We continue to seek ways of encouraging and supporting couples, particularly in the present financial climate.

### **Council Meetings**

We have taken the decision to teleconference alternate meetings. This has proved successful and an efficient use of both time and finance.

### ***Personalia***

The Council wishes to record its appreciation to Rev Liz McElhinney for her dedication and contribution to the Council and welcomes Mrs Sarah Bevan and Mrs Lynne Heber.

## COMMISSION ON EPISCOPAL MINISTRY AND STRUCTURES

### Report to General Synod 2013

#### *Membership*

1. In accordance with the Resolution passed by General Synod in 2012, the following persons are members of the Commission:
  - Three members of the House of Bishops: Rt Rev Michael Burrows, Rt Rev Harold Miller and Rt Rev Trevor Williams;
  - Two Honorary Secretaries: Ven Robin Bantry White and Mrs Ethne Harkness;
  - Mrs June Butler;
  - Rev Andrew Forster;
  - Ven Gary Hastings;
  - Mrs Hilary McClay;
  - Mr Andrew McNeile;
  - Very Rev Sandra Pragnell;
  - Very Rev Victor Stacey;
  - Mr Roy Totten;
  - A representative of the Methodist Church in Ireland: Rev Donald Ker (non-voting member);
  - A representative of the Roman Catholic Church: Most Rev Donal Murray (non-voting member).
2. At the first meeting of the Commission Mrs Ethne Harkness was elected Chairman.

#### *Summary*

3. The Commission on Episcopal Ministry and Structures was established by General Synod in 2012 to prepare proposals on the provision of episcopal ministry and structures adequate for the needs, and compatible with the resources, of the Church of Ireland. The Commission is to report to General Synod with conclusions and recommendations on appropriate future arrangements not later than May 2014. At that point, the General Synod may re-appoint, reconstitute or dissolve the Commission as it shall think fit. When it comes to the final scheme proposed, the powers and functions of Diocesan Synods under section 31 of Chapter 1 of the Constitution are vested in General Synod. Detailed Terms of Reference for the Commission are set out in the Schedule to the 2012 Statute.
4. The core task of the Commission is summed up in one short sentence in the Statute: “The mission of the Church shall be the focus of its work.” With this in mind, in a communiqué issued after its first meeting, the Commission stated as its aim:

“enabling the Bishops of the Church of Ireland to lead the Church in mission in the twenty-first century.”

5. The Commission has identified the following features that members believe General Synod would expect to see in proposals for episcopal ministry and structures:
  - a clear vision for the role and function of bishops;
  - structures that are suitable for the current situation, flexible enough to meet future demands and yet compatible with our resources;
  - support and resources that enable our bishops to fulfill the role required of them;
  - a workable and effective selection process.
6. There were four meetings of the Commission in 2012-2013, with additional meetings of informal sub-groups examining specific issues. The Commission has made significant progress in studying and discussing issues relevant to those core features noted above.

### ***Work in progress***

7. In beginning its task, the Commission adopted the analysis of the Working Group which reported to General Synod in 2012, with its emphasis on the theology, missiology and ecclesiology of the Church of Ireland as foundational elements for addressing the specific issues set out in the Terms of Reference. That approach has already gained the support of General Synod. Sub-groups have begun work in these three broad areas, with assistance from other persons with acknowledged expertise and drawing on material published by the Covenant Council and Joint Theological Working Party on the nature of episcopacy and the Faith and Order Group of the Church of England, amongst others.
8. Moving to more practical and administrative issues, similarly, work-strands have been allocated to members of the Commission and papers have been circulated and discussed. The particular questions to be considered by the Commission under the Statute are:
  - The key functions and roles of bishops;
  - Models of episcopacy;
  - Desirable skills of bishops and appropriate training;
  - Selection of bishops, including the role of electoral colleges;
  - Resources needed to support episcopacy and episcopal families;
  - Funding of episcopal ministry;
  - Diocesan structures and geographical boundaries;
  - Provincial structures and roles of Archbishops of Armagh and Dublin.

9. Work on these topics has not yet advanced to the stage where conclusions can be presented to General Synod 2013, but there has been substantial progress in studying some of them. This examination of specific issues has included focused papers and discussions on episcopal elections and appointments, funding arrangements for the episcopate, the desirable gifts, skills and experience of bishops and their development and training needs. Members of the Commission have conducted interviews with Bishops of the Church of Ireland in order to learn from their experience of episcopal ministry. Interviews with diocesan and central Church representatives and staff are planned.
10. General Synod 2012 directed the Commission to give early attention to three matters:
- Models of episcopacy allowing bishops to carry out other ecclesiastical roles;
  - Electoral colleges;
  - Provincial structures and the roles of archbishops.

The Commission has discussed the first two matters in depth. As regards the scope for bishops of the Church of Ireland to carry out other ecclesiastical roles, members have noted that the Constitution does not specifically preclude this at present but clarity is needed on the range of desirable and practical options and the structural, constitutional and financial implications. The Commission's approach is that ministry should be seen in the broadest sense and people may be called to episcopal ministry at a particular time and to another form of ministry at another time. It is therefore important that the models of episcopacy should be flexible enough to allow people to answer these calls. In relation to electoral colleges, the Commission has had detailed papers and marked certain issues for further consideration, including, for example, the size of electoral colleges, the timing of various steps in the process, the provision of information to members of the college, the importance of confidentiality throughout the process and, appropriate assistance and induction training for persons elected. The Commission is not yet in a position to make recommendations on this as further discussion and consultations are needed. Thirdly, whilst the question of provincial structures and the roles of archbishops has been raised in a number of contexts, the conclusion is that it would not be advisable to make recommendations in this area before a fuller picture of the proposed model of episcopacy has been developed. When a clearer definition of the roles and functions of bishops and their relationships with other Church structures has been agreed, there will be a firmer basis to return to this matter.

***The Commission's approach to its work***

11. In considering all these issues, both foundational and more specific, members of the Commission agreed that it was important to build upon available research and especially work done by earlier Commissions of the Church of Ireland. In particular, there are important insights and useful material in the Reports of the Commissions on the Episcopal Needs of the Church of Ireland set up in 1974 and 1995, both of which faced issues familiar to us: identifying core episcopal roles, balancing pastoral roles and administration, respecting our history, preserving the uniqueness and diversity of our episcopacy, sharing support functions, re-allocating or delegating tasks where appropriate, setting geographical boundaries and managing financial pressures. The two earlier reports have been placed on the website for Synod 2013.
12. The situation has changed since those days, however, and even where we appreciate the force of arguments made in the past, and see interesting parallels, we do not necessarily reach the same conclusions. The challenges and opportunities facing the Church of Ireland today and the context and culture in which we witness and communicate are different from previous generations. The time has come for careful review and reform.
13. The Commission has the responsibility of mapping these recent developments and proposing changes in episcopal ministry and structures to serve the new environment. In this regard, members of the Commission welcomed the decision of General Synod in 2012 to facilitate the collection and analysis of statistical information in and about the Church of Ireland. Data on residents in parishes and church attendance, including patterns and numbers at regular and special services and age profiles, will be invaluable in providing evidence to inform and support our recommendations in due course.
14. Members of the Commission have agreed also that the Commission must inform its deliberations by consulting widely throughout the Church of Ireland. To that end, it is intended that over the course of the next year there should be meetings and conversations with groups and individuals who want to share their opinions, experience and knowledge of episcopal ministry and structures with us. That engagement is already underway, with meetings with bishops, diocesan councils and secretaries and central Church bodies arranged or envisaged. Especially important and welcome to us will be the chance to hear the views of members of General Synod. We hope to facilitate wide participation and we look forward to constructive debate in 2013 and 2014.

***Conclusion***

15. The Commission on Episcopal Ministry and Structures has an exciting but demanding task ahead: to reflect upon the Scripture, build upon our heritage, and bring fresh perspectives to the episcopal needs of the Church of Ireland. Synod has given us a sense of urgency and an appreciation that the present arrangements are no longer appropriate or sustainable. At the next report to Synod, in 2014, there will be proposals, perhaps radical, surprising, enriching, contentious or affirming, presented for consideration. We trust that those proposals, with discussion and maybe amendment by Synod, will give the Church of Ireland an opportunity to step forward in faith as a confident Episcopal Church.