

INDEX TO REPORTS

	Page
1. Representative Church Body.....	3
2. Church of Ireland Pensions Board.....	101
3. Standing Committee.....	145
4. Church in Society.....	221
5. Board of Education	237
6. Church of Ireland Youth Department.....	259
7. The Covenant Council.....	271
8. Commission for Christian Unity and Dialogue	275
9. Liturgical Advisory Committee	293
10. Church of Ireland Council for Mission	305
11. Commission on Ministry.....	315
12. Church of Ireland Marriage Council	339
13. Church's Ministry of Healing	343
14. Board for Social Responsibility (NI).....	347
15. Board for Social Responsibility (RI)	355

If you require the Book of Reports in any other format, please contact the General Synod Office. Tel: 01 497 8422 Email: synod@rcbdub.org

CHURCH OF IRELAND
THE REPRESENTATIVE CHURCH BODY
REPORT 2009

The Representative Church Body – Report 2009

CONTENTS

	Page
Representative Church Body – chairpersons and offices	5
Representative Church Body – membership	6
Committees of the Representative Body	9
Mission and responsibility	14
Main points	14
Operating and financial review 2008	15
Allocations recommended to the General Synod 2009	18
Investments and markets	21
Clergy remuneration and benefits	26
Property and Trusts	29
Library and Archives Committee	36
Legal Advisory Committee	38
Donations and bequests to the Church of Ireland	38
Miscellaneous and general	41
Resolutions recommended to the General Synod	42
Financial statements year ended 31 December 2008	43

APPENDICES

	Page
A Total income applied by the Representative Body in 2008	66
B Extracts from the accounts of the Church of Ireland Theological College for the year ended 30 June 2008	67
C Fund performances – Comparative total returns 2004-2008	69
D General Unit Trusts – Financial statements and investment manager’s reports for the year ended 30 June 2008	70
E Socially Responsible Investment – Annual review and report of the Investment Committee	90
F Church Fabric Fund – Grants allocated during 2008	92
G Accessions of archives and manuscripts to the Representative Church Body Library, 2008	93
H Funds received by the Representative Church Body in 2008 for parochial and diocesan endowment etc	98

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

Chairman

Most Rev AET Harper, Archbishop of Armagh



Most Rev
Alan Harper

Committee Chairpersons

Executive	Mr S Gamble
Allocations	Mr GC Richards
Investment	Mr RS Neill
Property	Mr RH Kay
Stipends	Mr HJ Saville
Library and Archives	Mr MJT Webb
Legal Advisory	Mr LJW MacCann SC
Audit	Mr RS Neill

Chief Officer and Secretary

Mr DC Reardon

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
Website www.rcb.ireland.anglican.org

Library

Braemor Park
Churchtown
Dublin 14
Tel 01-4923979
Fax 01-4924770
Email 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 2008 is denoted by the figure placed before each name.

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

- 4 Most Rev AET Harper, Archbishop of Armagh
5 Beresford Row, The Mall, Armagh
- 4 Most Rev JRW Neill, Archbishop of Dublin
The See House, 17 Temple Road, Dublin 6
- 3 Most Rev RL Clarke, Bishop of Meath and Kildare
Bishop's House, Moyglare, Maynooth, Co Kildare
- 4 Right Rev MGStA Jackson, Bishop of Clogher
The See House, Fivemiletown, Co Tyrone BT75 0QP
- 3 Right Rev KR Good, Bishop of Derry and Raphoe
The See House, Culmore Road, Londonderry BT48 8JF
- 3 Right Rev HC Miller, Bishop of Down and Dromore
The See House, 32 Knockdene Park South, Belfast BT5 7AB
- 4 Rt Rev AF Abernethy, Bishop of Connor
Bishop's House, 113 Upper Road, Greenisland, Carrickfergus, Co Antrim BT38 8RR
- 4 Right Rev KH Clarke, Bishop of Kilmore
48 Carrickfern, Cavan
- 4 Right Rev RCA Henderson, Bishop of Tuam
Bishop's House, Knockglass, Crossmolina, Co Mayo
- 4 Right Rev MAJ Burrows, Bishop of Cashel and Ossory
Bishop's House, Troysgate, Kilkenny
- 2 Right Rev WP Colton, Bishop of Cork, Cloyne and Ross
The Palace, Bishop Street, Cork
- 2 Right Rev TR Williams, Bishop of Limerick and Killaloe*
Rien Roe, Adare, Co Limerick

* from July 2008

The Representative Church Body – Report 2009

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 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	1	Ven RG Hoey, The Rectory, 2 Maytown Road, Bessbrook, Co Down BT35 7LY (2009)
	3	Mrs E Harkness, 134 Coagh Road, Stewartstown, Co Tyrone BT71 5LL (2010)
	3	Mrs J Leighton, 14 Drumbeemore Road, Armagh BT60 1HP (2011)
Clogher	3	Ven CT Pringle, Rossorry Rectory, Derrygonnelly Road, Enniskillen, Co Fermanagh (2009)
	0	Mr JWC Allen, Aughnahinch, Newtownbutler, Co Fermanagh (2010)
	1	Mr JH Keating, Kilturk West, Newtownbutler BT92 2BS, Co Fermanagh (2011)*
Derry and Raphoe	4	Ven DS McLean, 12 Station Road, Castledawson, Co Derry BT45 8AZ (2011)
	4	Mr JHD Livingston, 28 Station Road, Garvagh, Coleraine, Co Londonderry BT51 5LA (2009)
	4	Mr S Gamble, 14 Spruce Road, Dysart, Strabane, Co Tyrone (2010)
Down and Dromore	4	Ven PF Patterson, 69 Church Road, Newtownbreda, Belfast BT8 7AN (2009)
	3	Mr TA Wilson, 11 Ballymoney Road, Banbridge, Co Down BT32 4DS (2010)
	4	Mr WL Dermott, 3 Ashdene Grange, Comber, Newtownards, Co Down BT23 5SL (2011)
Connor	3	Rev Canon JO Mann, St John's Rectory, 86 Maryville Park, Belfast BT9 6LQ (2009)
	3	Mr RH Kay, 2 Brookvale Terrace, Portrush, Co Antrim BT56 8EY (2010)
	4	Mr JW Wallace, The Hermitage, 7 Ahoghill Road, Randalstown, Co Antrim BT41 3BJ (2011)
Kilmore, Elphin and Ardagh	1	Ven GTW Davison, The Rectory, Cloghan, Derrylin, Enniskillen BT92 9LD, Co Fermanagh (2011)†
	1	Miss M Cunningham, Clonatumpher, Florencecourt, Enniskillen, Co Fermanagh BT92 1BA (2009)‡
	4	Mr AC McElhinney, 10 Taughrane Heights, Dollingstown, Craigavon, Co Armagh BT66 7RS (2010)
Tuam, Killala and Achonry	1	Very Rev AJ Grimason, The Deanery, Deanery Place, Cong, Co Mayo (2011)§
	4	Mrs A Walton, Bon Air, Uggool, Moycullen, Co Galway (2009)
	3	Mr B Bradish, Frenchfort, Oranmore, Co Galway (2010)

* in place of Mr WJ Dickson (retired 2008)

† in place of Rev AJ Forster (retired 2008)

‡ in place of Mrs HR Hicks (retired 2008)

§ in place of Ven RE Dadswell (retired 2008)

The Representative Church Body – Report 2009

Dublin and Glendalough	3	Ven DA Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2009)
	4	Mr RS Neill, Killegar Park, Enniskerry, Co Wicklow (2010)*
	4	Mr DG Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2011)
Meath and Kildare	3	Rev LTC Stevenson, The Rectory, Portarlinton, Co Laois (2009)
	1	Mr RF Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2010)
	4	Mr D Gillespie, Griffinstown, Dunlavin, Co Wicklow (2011)
Cashel and Ossory	3	Very Rev LDA Forrest, The Deanery, Ferns, Enniscorthy, Co Wexford (2011)
	4	Mr PC Clifton-Brown, Ballinamona House, Cashel, Co Tipperary (2009)
	2	Mr C Galloway, Newtown, Waterford (2010)
Cork, Cloyne and Ross	4	Ven REB White, Moviddy Rectory, Aherla, Co Cork (2011)
	4	Mr JK Roberts, Corran, Ferney Road, Carrigaline, Co Cork (2009)
	2	Mr JE Stanley, Scart House, Belgooly, Co Cork (2010)
Limerick and Killaloe	1	Rev Canon R Warren, St John's Rectory, Ashe Street, Tralee, Co Kerry (2011)†
	4	Mrs LM Gleasure, Phoenix Farm, Kilflynn, Tralee, Co Kerry (2009)
	1	Mr RW Benson, Templehollow, Killaloe, Co Clare (2010)

C Co-opted Members (12)

2	Rev AJ Forster, The Rectory, 26 Circular Road, Dungannon BT71 6BE, Co Tyrone (2011)‡
3	Mr TH Forsyth, 3 Hainault Lawn, Dublin 18 (2010)
2	Mr LJW MacCann SC, 2 Knapton Terrace, Dun Laoghaire, Co Dublin (2009)
2	Mr TB McCormick, 24 Dartmouth Walk, Dublin 6 (2011)
2	Mr W Oliver, Exorna House, Castlerock, Co Londonderry BT51 4UA (2011)‡
2	Mrs JM Peters, The Deanery, Rosscarbery, Co Cork (2010)
3	Mr GC Richards, 32 St Alban's Park, Dublin 4 (2009)
2	Mr HJ Saville, 22 Church Road, Boardmills, Lisburn BT27 6UP (2009)
1	Mr DAC Smith, Knockleigha, Shaw's Bridge, Co Down BT8 8JS (2009)
3	Mr MJT Webb, 2 Mount Salus, Knocknacree Road, Dalkey, Co Dublin (2010)
0	Mr RP Wilson, 109 Ballyward Road, Castlewellan, Co Down BT31 9PS (2011)
	Vacant (2009)§

The following co-opted members retire in May 2009:

Mr LJW MacCann	Mr HJ Saville
Mr GC Richards	Mr DAC Smith

Note Lady Sheil and Mr SR Harper attend meetings of the Representative Body as Honorary Secretaries of the General Synod.

* in place of Mr DA Seaman (retired 2008)

† in place of Very Rev SR White (retired 2008)

‡ in place of Mr GW Stirling and Prof P Barker (both retired 2008)

§ arising from election of Mr RS Neill by Diocese of Dublin and Glendalough (2008)

The Representative Church Body – Report 2009

COMMITTEES OF THE REPRESENTATIVE BODY

The Executive, Allocations, Investment, Property, Stipends, Library and Archives and Legal Advisory Committees are elected from the members of the Representative Body in September each year and their chairpersons are appointed triennially. The Audit Committee is appointed triennially. Membership details, number of meetings held between 1 January and 31 December 2008 and record of attendances are given below.

EXECUTIVE COMMITTEE

(5 meetings)

Mr S Gamble (5)
(Chair)



Mr Sydney Gamble

Most Rev AET Harper	(5)	Rev AJ Forster	(3)
Most Rev JRW Neill	(5)	Ven CT Pringle	(3)
Most Rev RL Clarke	(5)	Ven REB White	(5)
Mr GC Richards	(5)	Mr TH Forsyth	(5)
Mr RS Neill	(4)	Mr LJW MacCann SC	(5)
Mr RH Kay	(3)	Mr DG Perrin	(5)
Mr HJ Saville	(5)	* Mr MJT Webb	(1)

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 SR Harper attends Executive Committee meetings as an Honorary Secretary of the General Synod.

Prayer read at the commencement of all Executive Committee meetings

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

* in place of Prof P Barker (retired 2008)

The Representative Church Body – Report 2009



Mr Graham Richards

ALLOCATIONS COMMITTEE

(3 meetings)

Mr GC Richards (3)
(Chair)

Mr WL Dermott	(3)	Most Rev AET Harper	(3)
Rev AJ Forster	(2)	Mr JE Stanley	(2)

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



Mr Robert Neill

INVESTMENT COMMITTEE

(9 meetings)

Mr RS Neill (9)
(Chair)

Mr WL Dermott	(8)	Mr TB McCormick	(6)
Mr TH Forsyth	(7)	* Mr DAC Smith	(3)
Mr D Gillespie	(6)	* Mr JW Wallace	(3)

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

* in place of Mr GW Stirling and Mr RP Wilson (both retired 2008)

The Representative Church Body – Report 2009

PROPERTY COMMITTEE

(5 meetings)

Mr RH Kay (4)
(Chair)



Mr Robert Kay

Mr JWC Allen	(1)	Mrs J Leighton	(3)
Mr PC Clifton-Brown	(5)	Mr JHD Livingston	(3)
Mr RF Colton	(4)	Ven DS McLean	(4)
Very Rev LDA Forrest	(4)	Mr JK Roberts	(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 HJ Saville (2)
(Chair)



Mr Henry Saville

Mr RW Benson	(2)	* Mr AC McElhinney	(0)
Rt Rev WP Colton	(1)	Ven DS McLean	(2)
Mrs L Gleasure	(2)	Mr DG Perrin	(1)
Mrs J Leighton	(2)	Ven CT Pringle	(1)

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

* in place of Mr DAC Smith (retired 2008)

The Representative Church Body – Report 2009



Mr Michael Webb

LIBRARY AND ARCHIVES COMMITTEE

(3 meetings)

Mr MJT Webb (3)
(Chair)

Most Rev RL Clarke	(2)	Ven REB White	(3)
Rt Rev MGStA Jackson	(1)	* Rev Canon JO Mann	(0)
Advisory Members	–	Mrs V Coghlan	(1)
		–† Rev MJ Elliott	(1)
		– Rev Canon CA Empey	(2)
		– Dr K 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 co-operate with the Theological Institute and Committees using the Library premises and to provide a cost-effective service to the Church and the public at large subject to the approval of the Executive Committee or the Representative Body as appropriate and budget limitations.



Mr Lyndon MacCann

LEGAL ADVISORY COMMITTEE

(1 meeting)

Mr LJW MacCann SC (1)
(Chair)

Mr AC Aston SC	(1)	Mr RLK Mills SC	(0)
His Honour Judge JG Buchanan	(1)	Mrs JM Peters	(0)
The Hon Mr Justice DNO Budd	(1)	Master JW Wilson QC	(1)

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.

* in place of Very Rev SR White (retired 2008)

† from September 2008

The Representative Church Body – Report 2009

AUDIT COMMITTEE

(2 meetings)

* Mr RS Neill (1)
(Chair)



Mr Robert Neill

Mr RW Benson	(2)	Mr HJ Saville	(2)
† Mr W Oliver	(1)		

The Audit Committee's primary function is to assist the Executive Committee 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.

* in place of Mr GC Richards (retired 2008)

† in place of Prof P Barker (retired 2008)

The Representative Church Body – Report 2009

MISSION AND RESPONSIBILITY

The Representative Body, as trustee for the Church, strives to operate within a framework of sound practice based on principles of integrity and accountability. Its historic and primary mission is to serve and support the Church's ministry with full legal accountability for its governance of property and financial assets. Over the long term, the Representative Body seeks to manage investments to obtain the best possible return for present and future beneficiaries and to work for improvements in clergy stipends and pensions.

MAIN POINTS

The very significant decreased value of the Balance Sheet in the Representative Body's Accounts for 2008 reflects the negative effect of major turmoil in the world's economies.

The level of funds employed has decreased in value by some 42% to €386m and the Revenue Account for 2008 shows a 12% fall in the surplus of income over expenditure.

Worrying as these figures are, they fail to reflect the true scale of the downward trend, as the impact on the Church's income only began to be evident towards the latter part of the year. In reality, the negative economic effect will continue to reduce income further throughout 2009 and beyond.

There is a 12% reduction in the level of allocations recommended for 2009, which are charged against the 2008 accounts. The surplus for the year after allocations has increased slightly over the previous year to €614k. A substantial part of this is transferred to the Allocations Reserve where it will be available to draw on during the lean years predicted to lie ahead. The Allocations Reserve at year end stands at €4.578m.

The great challenge of balancing income and expenditure without limiting the Representative Body's ability to continue to provide financial support towards the activities of central Church will require focused strategic planning and may not be achievable without cutting back on some of those activities.

This strategic process has already begun and, as plans are finalised, they will be placed before the relevant committees for approval.

One of the steps taken to reduce the risk associated with possible bank failures was to pool all cash deposits under the control of the Representative Body, and to spread these deposits between banks. The Irish government guarantee of deposits during the year has helped to alleviate this risk in the short term in relation to those financial institutions which fall under the deposit guarantee.

The sharp reduction in the market values of investments has placed further strain on levels of statutory funding required of pension schemes and in particular that of the Clergy Pensions Fund, of which the Representative Body is Trustee. Plans for meeting the identified funding shortfall have been under discussion for some time at Executive Committee level and proposals relating to increases in contribution rates will be presented to General Synod in 2009 by the Representative Body, in its capacity as

The Representative Church Body – Report 2009

Trustee, in conjunction with the Church of Ireland Pensions Board. In addition, the Representative Body has indicated that it would be agreeable in principle to making capital transfers into the Fund at future dates in relation to currently identified past service liabilities, subject to the prevailing financial circumstances in relation to RB General Funds and offset by consequent adjustments to pension subventions from allocations.

In the case of matters of governance, during 2008 a small working group was established comprising members from the RB Executive Committee and the Church of Ireland Pensions Board to review the constitution of the Clergy Pensions Fund and to revise it to conform to current pension legislation in the Republic of Ireland and Northern Ireland as appropriate. This work is in progress and a report is included in the report of the Church of Ireland Pensions Board (page 110).

The review of facilities in respect of buildings for the Church of Ireland Theological Institute continued during the year and the Representative Body has decided to undertake an upgrade of the residential facilities at Braemor Park to provide for the new Institute's needs in the medium term.

The effects of the current economic downturn on the finances of the Representative Body present the Church of Ireland with one of the greatest challenges it has faced since Disestablishment. In rising to meet this challenge – as there is no doubt it shall do – the Church has a fine tradition of determination and resilience on which to draw, and the commitment of laity and clergy to their Church and its Christ-centred mission.

OPERATING AND FINANCIAL REVIEW 2008

The accounts of the Representative Church Body for the year ended 31 December 2008 commence on page 43.

• Summary of financial position

Balance Sheet

The net assets shown in the Balance Sheet (page 50) belong to three different 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.
- Pension funds represent the funds employed by the Clergy Pensions Fund, and are dedicated to that purpose.
- Other trust funds generate the investments and deposit income shown in Note 1 to the accounts (page 53) and belong to parishes, dioceses and sundry Church of Ireland trusts.

The Representative Church Body – Report 2009

The breakdown of value between these funds at the year end is shown following:

<i>Balance Sheet summary</i>	2008 €'000	2007 €'000
General funds	125,054	217,697
Pension funds	79,751	125,687
Other trust funds	180,994	318,625
Balance sheet total	385,799	662,009

Revenue Account

The surplus for the year is the net income derived from general funds less operating expenses (see page 49).

<i>Revenue Account summary</i>	2008 €'000	2007 €'000
Surplus for the year	5,619	6,409
Allocations net of prior year unexpended	(5,005)	(5,818)
Surplus after allocations	614	591

- **Commentary**

The revenue account shows a surplus of €0.614m for the year compared to a surplus of €0.591m in 2007. The surplus available before allocations is €5.619m (2007 - €6.409m). Allocations of €5.005m (2007 - €5.818m), net of unexpended amounts of allocations in 2008, make provision for expenditure in support of wider church activities expected to arise in 2009.

All the outcomes for the year are greatly impacted by the deterioration in value of invested assets, and by the sharp fall in the value of sterling against other currencies, and particularly against the euro. At 31 December 2008, the value of the euro had appreciated 30% against sterling compared to the previous year end at €1 = £0.9525 (2007 - €1 = £0.7333). Translating the sterling based assets in the year end Balance Sheet at this rate of exchange reduces total value as presented by €30m, although this does not describe an actual currency conversion loss.

The main impact on the year end Balance Sheet results from very sharp falls in global stock values, and the combined effect of loss of stock value and currency translation reduces overall worth by 41.7% to €386m.

- **Income** (page 49)

Income expressed in euro fell by €0.568m to €8.17m. This fall disguises a static performance in terms of the individual relevant currencies, euro and sterling. At a stable sterling exchange rate income would have shown an increase of 0.8% over 2007.

The Representative Church Body – Report 2009

Of the total income, €7.719m, or 94.5%, was derived from investments and deposits, (2007 - €8.2m or 93.8%), the dramatic reduction in corporate earnings occurring late in the financial year and having a limited impact on 2008 results. The outlook for corporate dividends and for interest on deposits is very weak for the foreseeable future, and it is expected to be some years before income levels will again reach 2008 levels.

Appendix A (page 66) shows charts illustrating the sources and application of all the income and expenditure managed by the Representative Body, including trust incomes and disbursements.

- **Operating expenditures** (page 60)

Operating expenses show the costs of maintaining the central capability and services managed from Church of Ireland House, offset by income generated and resource recharged to wider church activities.

The net cost of operations increased by €0.322m, of which €0.140m relates to increase in salaries and PRSI, net of the additional amount of staff cost recharged to the wider church and relating to support activities. Salary and PRSI costs make up over 60% of gross operating expenditure, before costs recovered, totalling €1.461m were deducted.

A significant increase in office supplies costs of €24,000 relates largely to a greatly improved level of security built in to the IT backup capability. The value of charges in respect of the amounts generated from the management and administration of the Unit Trusts and the deposits in the care of the Representative Body shows a substantial fall of €97,000 in the year, as the charge for the year was partly based on the value of the invested assets under management. Legal costs recovered in the year were robust, amounting to €127,000 (2007 - €115,000).

Central committee costs show the expenses incurred by people attending committee meetings. The reduction in costs for the year, expressed in euro, of €12,000, arises due to the translation of sterling expenses at year end rates, and at a consistent exchange rate would show a small increase of €6,000.

Other expenses include professional fees, and these, in euro, show a decrease of €95,000 on the figure for 2007, of which €64,000 arises due to sterling translation savings.

- **Allocations** (page 49)

Allocations for 2009 are charged against income in 2008 and amount to €5.301m (2007 - €6.045m). A subvention from the Stipends Fund of €75,000 has been made available for a further year, the fifth year that this has been made available, and this subvention has been utilised to offset costs associated with training for the ministry.

The Representative Church Body – Report 2009

The charge to the revenue account benefits from the weakness of sterling. The sterling allocation provision of £1.655m (2007 - £1.628m) is translated to a euro value of €1.738m, against a euro cost at 2007's exchange rate which would have been €2.257m, a book saving in translation of €0.519m. The provision for euro allocations is €3.563m (2007 - €3.825m).

- **Reserves (page 57)**

The allocations reserve is maintained to provide protection against the possibility of being unable to meet commitments in a particular year. At the year end the value of the allocations reserve expressed in euro was €4.578m which represents 86.4 % of the gross euro denominated provision for allocations as shown in the Balance Sheet.

At the year end the actuaries of 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 15. Here it is shown that, at 31 December 2008, in common with most defined benefit schemes, the scheme was in considerable deficit, the calculated future liability exceeding the value of the assets by €3.699m (2007 a surplus of €0.289m). This value is shown as a long term liability in the Balance Sheet, and reduces the overall value of reserves.

- **Currency translation rates**

Year end sterling balances have been translated into euro a rate of €1 = £0.9525 or £1 = €1.0499 (2007: €1 = £0.7333 or £1 = €1.3637).

ALLOCATIONS RECOMMENDED TO THE GENERAL SYNOD 2009

- The cost of allocations recommended amounts to €3,562,721 (2007 - €3,824,491) and £1,655,289 (2007 - £1,628,132), showing a euro decrease of 6.8% and a sterling increase of 1.9% respectively over the previous year. The combined total of allocations expressed in euro reflects a decrease of 12.3% over 2007, and as noted above owes much to the decline in value of the pound sterling. At a constant rate of exchange, the decrease year on year would be 3.7%.
- The liability in the Balance Sheet at €5.376m is the gross amount required to cover expected allocations needs and is greater than the charge to the revenue account by reason of a subvention of €75,000 from the Stipends Fund which has been applied against the cost of providing training for the ministry.
- 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 2009

	2009	%	2008	%	2009	%	2008	%
	€		€		£		£	
GROUP A								
Episcopal Stipends and Expenses	1,152,472		1,083,107		700,977		660,201	
<i>less</i> Episcopal Levy	(385,298)		(366,947)		(357,992)		(342,576)	
	<u>767,174</u>		<u>716,160</u>		<u>342,985</u>		<u>317,625</u>	
Deans of Residences/University Chaplains	87,939		84,099		119,390		114,595	
Queen's University, Belfast, Bursar	-		-		14,121		13,510	
C of I in Queen's University, Belfast	-		-		2,000		500	
C of I in Trinity College, Dublin	3,000		3,000		-		-	
Clerical Relief - Children's Allowances	52,000		55,000		36,000		30,000	
- Discretionary Grants	2,000		2,000		1,500		1,500	
Stipends Related Costs	22,794		16,215		-		-	
St Patrick's Cathedral, Dublin	10,000		10,000		-		-	
	<u>944,907</u>	26.5	<u>886,474</u>	23.2	<u>515,996</u>	31.2	<u>477,730</u>	29.3
GROUP B								
Clergy Pensions Fund	578,993		544,488		511,106		495,365	
Stipends Fund and Sundry	-		(75,000)		-		-	
Supplemental Fund Benefits								
- Retired Clergy, Surviving Spouses	37,443		99,475		4,250		3,680	
Discretionary Grants								
- Retired Clergy	-		-		13,000		13,000	
- Surviving Spouses	-		-		8,500		8,500	
	<u>616,436</u>	17.4	<u>568,963</u>	14.9	<u>536,856</u>	32.4	<u>520,545</u>	32.0
GROUP C								
Training of Ordinands	358,815		473,590		-		-	
Theological Institute	1,040,067		759,250		-		-	
Ministry formation project	85,745		392,847		-		-	
Stipends Fund	-75,000		-		-		-	
Bishops' Selection Conference	35,000		35,000		-		-	
	<u>1,444,627</u>	40.5	<u>1,660,687</u>	43.4	-		-	0.0
GROUP D								
General Synod/Standing Committee	437,690		602,588		284,257		281,669	
Board of Education	67,151		48,256		96,048		91,111	
Church of Ireland Youth Department	-		-		202,497		202,497	
Youth Link grant	-		-		-		25,000	
Child Protection Officers	26,140		32,023		19,635		22,080	
	<u>531,251</u>	14.9	<u>682,867</u>	17.8	<u>602,437</u>	36.4	<u>622,357</u>	38.2
GROUP E								
RCB Library	25,000		25,000		-		7,500	
Regular Sunday Services in Irish	500		500		-		-	
	<u>25,500</u>	0.7	<u>25,500</u>	0.7	-		<u>7,500</u>	0.5
	<u>3,562,721</u>	100	<u>3,824,491</u>	100	<u>1,655,289</u>	100	<u>1,628,132</u>	100

The Representative Church Body – Report 2009

Summary expressed in euro as per General Fund Revenue Statement:

	2009		2008	
	€	%	€	%
A - Maintenance of the Stipendiary Ministry	1,486,635	28.0	1,537,954	25.4
B - Pension related costs	1,180,064	22.3	1,278,829	21.2
C - Training of Ordinands	1,444,627	27.2	1,660,687	27.5
D - General Synod Activities	1,163,731	22.0	1,531,574	25.3
E - Miscellaneous	25,500	0.5	35,728	0.6
	<u>5,300,557</u>		<u>6,044,772</u>	

• **Commentary**

Group A - *Maintenance of the Stipendiary Ministry - €1,486,635*

The allocation towards the maintenance of the stipendiary ministry consists largely of the funding of episcopal stipends and expenses. This part of the allocation, 75% of the group total, represents the budgeted costs and estimates for 2009 in respect of stipends, pension funding, employer's state contributions, office, secretarial and travel expenses.

The net total episcopal cost, expressed in euro, is €1.127 million and is supported by a levy on dioceses which is budgeted to realise the equivalent of €761,000, approximately 40.3% (2008 – 42.1%) of the total gross cost at the 2008 year end exchange rate. In 2009 the diocesan levy is set at £1,377 and €1,956 per cure (2008 - £1,324 and €1,863) and is 5.4% of the minimum approved stipend.

A more detailed breakdown of Episcopal costs is shown on page 26.

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 - €1,180,064*

Allocations towards pension provision and other amounts payable in respect of retired clergy and their spouses are dominated by the contribution towards the Clergy Pensions Fund which is a total of €1.116 million for 2009 (2008 – €1.220 million). This is a calculated amount based on a formula approved at General Synod and represents 8.2% of minimum approved stipend. The total expressed in euro shows a decrease on 2008, despite the absence of a subvention of €75,000 which was available in 2008, as the cost of the sterling denominated portion is €160,000 less at the year end exchange rate.

The need for 2009 to provide sums in lieu of state benefit is reduced considerably to €16,000 from a 2008 provision of €76,000.

The Representative Church Body – Report 2009

Group C - *Training of Ordinands* - €1,444,627

The overall allocations cost for the training of ordinands shows a decrease in 2009, as the cost of the Ministry Formation Project reduces as the project element draws to a close.

In total the provision is €1.445m (2008 - €1.661m), and is net of a subvention of €75,000 from the Stipends Fund. Additional costs are expected to arise relating to the changeover to the new course, and these are reflected in an increase in the provision against the Institute for the 2009/10 academic year, while the provision for students is for the 2008/9 academic year and shows a reduction as there was a one year gap in student intake.

The Training of Ordinands provision includes the grants for students, and in addition to the costs of training and accommodation, married students will receive a personal grant in 2008/9 of €7,700 (€7,350) and the single grant is €4,400 (€4,200).

Extracts from the accounts of the Theological College are included as Appendix B (page 67).

Group D - *General Synod Activities* - €1,163,731

This allocation includes provision for the General Synod and 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.

The net cost of the Board of Education in the Republic of Ireland is supported by a grant from the Department of Education.

The allocation proposed for the Church of Ireland Youth Department is £202,497 (2008 - £202,497).

Group E – *Miscellaneous* - €25,500

The RCB Library allocation comprises grants towards the purchase of new books and provision for the conservation of books, documents and paintings. The running costs of the Library are a component of RCB operating expenses.

INVESTMENTS AND MARKETS

• **Ireland**

The close of 2008 marked the end of the worst year for the Irish stock market since its inception in 1793. The ISEQ fell by 66.2%, making it one of the poorest performers in Western Europe, with almost €61bn wiped off its value. More than half the market decline in 2008 can be attributed to the financial sector, which fell by 91%. Plummeting share prices and confidence in Irish financials ultimately led to an initial €5.5bn government recapitalisation plan for AIB and Bank of Ireland and Anglo Irish Bank subsequently being nationalised.

The Representative Church Body – Report 2009

It is anticipated that results will show that the Irish economy contracted in the region of 4% in 2008 (final figure available in late March 2009), after 4.1% growth in 2007. GNP forecasts for 2009 anticipate a further decline. A number of factors contributed to the negative economic environment with the abrupt dive in consumer spending being notable as consumers found themselves under pressure from falling home values, the credit crunch and rising unemployment. Sustained weakness in the labour market has been a feature of 2008, unemployment rose to a ten year high of 8.3% in December and is expected to reach 10% in 2009.

Frozen credit markets and weakened consumer spending had a markedly negative effect on corporate earnings and dividends, with no sector escaping unscathed. While the negative economic environment is likely to persist in 2009, companies with robust balance sheets, well covered dividends and compelling management strategies will continue to outperform.

On the currency markets, the Euro grew in strength against Sterling closing 2008 at 0.9525. The Euro progressively weakened against the dollar in the second half of the year with the EUR/USD closing the year down 4%.

- **UK**

The decline in the UK economy gathered pace throughout 2008, with consumer spending and business investment stalling and house prices continuing to fall. UK equities came under severe pressure as a result of the financial crisis, with the nationalisation of Northern Rock, the break-up of Bradford & Bingley and the government aided rescue of HBOS to name a few. Downward pressure on the resources sector persisted as concern over global growth and demand intensified. The FTSE 100 fell 31.3% (-47.2% in Euro terms) in the year, led by high weightings in the financials and resources sectors.

In response to the global credit crunch, the Bank of England took steps to inject liquidity into the banking sector. This, however, proved “too little too late” and a number of institutions succumbed to recapitalisation or nationalisation. UK interest rates were reduced on four occasions during the year, taking the base rate close to a historic low of 2%, highlighting concern over the economic environment. The UK officially entered recession in late 2008 confirming existing fears on the UK economy.

Economic conditions in the UK have deteriorated significantly with forward indicators pointing to a further weakening in activity in 2009. The downward adjustment in the construction sector is expected to continue, with house prices likely to fall further. These factors combined with the implosion of the financial sector will exert downward pressure on domestic demand. The forecasted growth rate for the UK economy in 2009 is -1.1% (OECD).

- **Continental Europe**

As is the case in Ireland and the UK, the data coming out of Continental Europe in 2008 have pointed downwards relentlessly. Growth prospects continue to decline

The Representative Church Body – Report 2009

and inflation seems to have peaked and appears to be decelerating rapidly. The financial market turmoil has shown no signs of abating and a number of European economies are now in recession. Having raised interest rates in July 2008 to 4.25%, the ECB was forced to slash rates throughout the rest of the year. The latest cut, on 5 March, has brought ECB base rates to 1.5%, with expectations of further cuts.

Unemployment in the Euro zone grew throughout the year in the face of the deteriorating economic outlook, reaching 8% in December. Surveys from the European Commission indicate that economic sentiment had plunged to the lowest levels since the index began in 1985. The Euro zone was hit particularly by the dramatic downturn in Germany, its largest economy. German exports plunged by 8% in December alone, with industrial orders suggesting worse is to come.

In the equity markets, the Dow Jones Eurostoxx 50 lost 44.4% led by financials and construction companies. The Dax (Germany) and the CAC (France) closed 2008 down, with returns of -39.5% and -42.7% respectively.

- Valuations of the various portfolios and comparative figures at year end were as follows:

Portfolio	Valuations		Total returns (weighted)	
	<u>2008</u>	<u>2007</u>	<u>2008</u>	<u>2007</u>
<i>General Funds/Reserves</i>				
UK and Foreign	€96,635,405	£122,941,449	-36.8%	5.3%
Irish	€18,041,370	€39,760,591	-50.9%	-24.7%
Allocations Reserve	€3,882,558	€4,098,332	-13.2%	-2.1%
<i>Clergy Pensions Fund</i>				
	€77,240,594	€120,361,786	-34.6%	-7.9%*
<i>Specific Trusts</i>				
RB General Unit Trust (RI)	€116,963,251	€232,638,896	-46.2%	-12.8%
RB General Unit Trust (NI)	€24,852,015	£32,830,094	-20.6%	2.4%

* Based on the total return for the Irish subdivision.

The market value of the portfolios (expressed in euro) decreased over the year from €608m (translated at €1=£0.7333) to €343m (translated at €1=£0.9525).

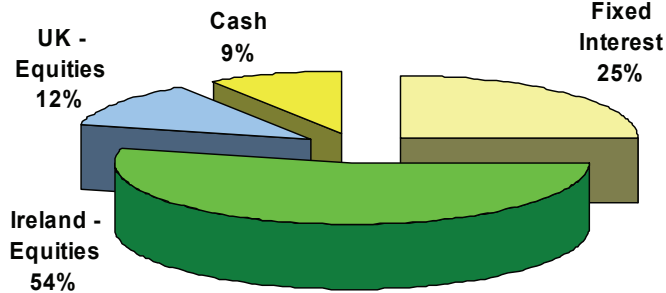
Total return performances of relevant equity markets in 2008 were:

Ireland (ISEQ)	-65.1%	DJ Eurostoxx 50	-41.9% (net)
US (S&P Composite)	-37.0%	UK (FTSE 100)	-28.3% (net)

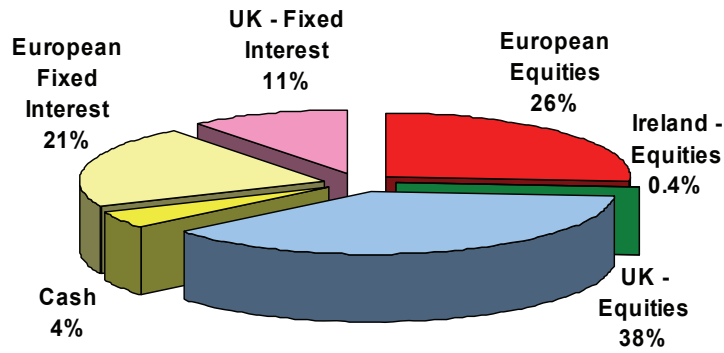
Five year fund performance figures are included as Appendix C (page 69).

GENERAL FUNDS PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2008

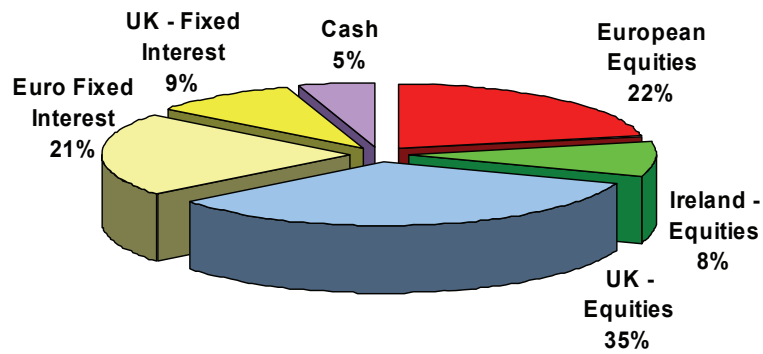
Under in-house management **€18m**



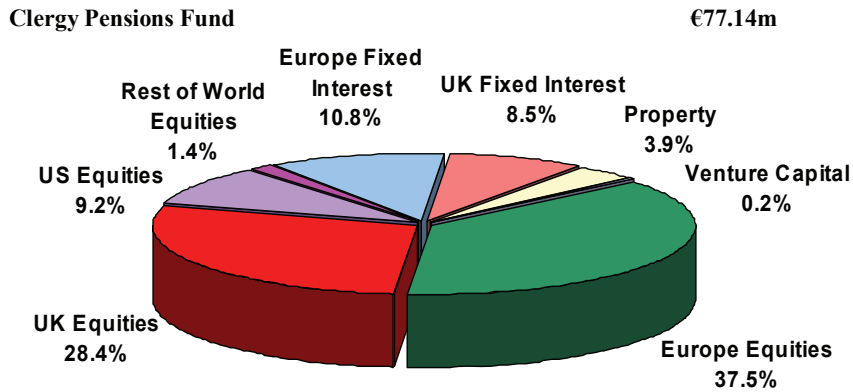
Under Lazard management **£96.9m (€101.5m)**



Combined portfolio **€119.5m**



CLERGY PENSIONS FUND PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2008



- **Unit Trusts**

Extracts from the financial statements of the two RB General Unit Trusts for the year ended 30 June 2008 are included as Appendix D (page 70). Subsequent to the year end, funds have continued to decrease in value in line with market trends.

- **Income**

The Representative Body's General Funds/Reserves investment income for 2008 came in short of target (set at the beginning of the year) due to declining interest rates together with companies reducing or omitting their dividends. Income on General Funds will remain depressed in coming years as corporate earnings and dividends remain under pressure with further reduction expected.

- **Asset Management**

The UK and Foreign section of the General Funds is managed from London by Lazard Asset Management.

Following a review in 2007, the assets of The Clergy Pensions Fund (Republic of Ireland and Northern Ireland) were transferred from Bank of Ireland Asset Management, where they were actively managed, to Irish Life Investment Managers, where they are now managed passively. Information relating to the investments for the Clergy Pensions Fund may be found in the Financial Statements which form part of the report of the Church of Ireland Pensions Board.

The RB General Unit Trusts and the Irish portion of the General Funds portfolios are managed by the staff of the Representative Body's investment department reporting to the Investment Committee. General investment policy or strategy is to focus on long term capital and income growth (although capital performance has been disappointing

The Representative Church Body – Report 2009

in 2008) and to seek to optimise the long term total return for the Representative Body and its trust beneficiaries. Companies with strong balance sheets, reasonable dividend yields and progressive dividend policies are sought to achieve this objective.

The Investment Committee meets with its external managers on a regular basis to review policy, performance and investment strategy.

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

The Investment Committee continues to monitor and carry out an SRI assessment review at least once every year. In December, 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 E (page 90).

CLERGY REMUNERATION AND BENEFITS

- **Minimum Approved Stipends 2010**

With the severe economic downturn resulting in job losses for many people, low or even negative inflation the outlook for 2009, and a dramatic reduction in dividend income, the Stipends Committee was of the view that the appropriate recommendation for MAS for 2010 was that it should remain unchanged from the 2009 level. The Committee was also anxious that the Church of Ireland be seen as being aware of the financial difficulties that many now face in the current economic climate.

Therefore the recommendation for approval by General Synod is that minimum approved stipends to take effect from 1 January 2010 should remain unchanged from the level approved for 2009, as follows:

	2010 (recommended)	2009
Northern Ireland	£25,498	£25,498
Republic of Ireland	€36,219	€36,219

- **Episcopal costs**

The breakdown of total Episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€ 2009	€ 2008	£ 2009	£ 2008
(1) Stipends together with employer's state insurance costs	492,542	465,069	268,320	256,750
(2) Employer's pension costs	166,834	122,911	140,281	134,240
(3) Offices of the Sees Expenses	328,706	318,190	158,868	152,329
(4) See Houses and related costs	333,274	343,700	208,222	197,173
Totals (gross)	1,321,356	1,249,870	775,691	740,492

The Representative Church Body – Report 2009

(5) Less Endowment Income	(198,404)	(207,713)	(50,951)	(52,528)
Totals (net of income)	1,122,952	1,042,157	724,740	687,964

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) Employer's Clergy Pensions Fund contribution.
(ie actuarially calculated employer's contributions to episcopal pension costs)
- (3) Provision for 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 etc.
(ie property maintenance costs and other costs that are shared across all the Episcopacies)
- (5) Income from investments and rent of See House lands.

• **Locomotory Allowances 2009**

The approved pence/cent per mile rates for locomotory allowances are based on public service rates for Northern Ireland as at 1 April 2008 and Revenue approved civil service rates for the Republic of Ireland as at 1 July 2008 and are as follows:

		Northern Ireland
Per mile:	first 8,500 miles	58.70p
	over 8,500 miles	15.80p
		Republic of Ireland
Per km:	first 6,437 km	78.76c
	over 6,437 km	37.94c

The Representative Church Body – Report 2009

- **Children’s Allowances 2008/2009**

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 2008	
	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 Sons, Clergy Daughters, Secondary Education Committee (Republic of Ireland only) and Jubilee Fund (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 2008 there were 65 loans outstanding with a total value of €0.434m.

- **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 but should not be made more frequently than at a three year interval to any one individual other than in exceptional circumstances or where clergy might be required to move on appointment as a Dean or Bishop/Archbishop.

The Representative Church Body – Report 2009

The revised 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.

PROPERTY AND TRUSTS

- **General**

The property market in both the Republic of Ireland and Northern Ireland suffered a severe slowdown during 2008 with a subsequent reduction in demand for church land and buildings, including redundant churches. What is being experienced in the property market in Ireland is similar to that in many parts of the world and is a result of an illusion of property value, born out of demand enabled by cheap credit, securitisation and poor financial regulation. It is predicted that there will be a further correction in the property market going forward, driven by the ongoing effects of over supply, rising unemployment, the continuing scarcity of finance, combined with extraordinary international economic developments. The oversupply of property, combined with emigration of workers is also contributing to a reduction in the income that can be obtained from rented property. It may take some time for the property market to show signs of recovery from the current downturn.

- **Roles and Responsibilities**

As the legal owner of the vast majority of Church of Ireland properties held in trust for the Church, the Representative Body has both a statutory function as laid down in Chapter X of the Constitution 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 to be cumbersome and bureaucratic from time to time, given the chain of decision making from Select Vestry through Diocese and finally by the Representative 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.

The Representative Church Body – Report 2009

- **Church Fabric Fund**

The Church Fabric Fund (Constitution of the Church of Ireland, Chapter X) 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 €4,687,543 and £486,811. Grants of €192,550 and £83,450 were allocated by the Representative Body from the income of the Fund on the recommendation of the Primate in 2008. 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 2008 is included as Appendix F (page 92).

- **Marshal Beresford’s Fund**

Grants of €59,450 and £29,550 for repairs to Churches were made from the Fund in 2008. 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, Armagh**

Planning Permission for the new See House at Cathedral Hill, Armagh has been granted. A final decision on the project is pending.

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

Plans for the new See House at Kilmore, Cavan were developed during 2008. It is anticipated the plans will be brought for formal approval of the Representative Body in 2009.

- **The See House, Limerick**

The plans for the new See House were approved by the Representative Body during 2008. It has not proved possible to purchase the designated site at Adare. The Bishop is presently residing in rented accommodation and an alternative suitable residence will be provided within the next two years.

- **The See House, Tuam**

The Representative Body approved the sale of the Bishop’s House, Knockglass, Crossmolina, Co Mayo, and has obtained the consent of the Diocesan Council, in accordance with the requirement of Section 12 of Chapter X of the Constitution. In view of the current state of the property market the sale of the Bishop’s House in the short term is not envisaged.

The Representative Church Body – Report 2009

- **Stained Glass (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), Meath and Kildare, Cashel and Ossory, Ferns, Tuam, Killala and Achonry, Dublin and Glendalough, Kilmore, Elphin and Ardagh, Limerick, Ardfer, Aghadoe, Killaloe, Clonfert, Kilmacduagh and Emly. It is planned to complete the fieldwork and photography in the Diocese of Clogher during 2008.

To date funding of €195,842 has been received from the Heritage Council towards the project. Funding of €2,000 was also received from the Irish Georgian Society. The Representative Body is grateful for the generous ongoing support of the Heritage Council for this important work and has itself contributed €218,528 towards the project over the past eight years.

The new Stained Glass Database (Gloine) was launched in April 2008 and is available at the RCB Library, Braemor Park, Churchtown, Dublin 14 and the Irish Architectural Archive, 45 Merrion Square, Dublin 2. 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 2008. 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.

- **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 ‘Performance Energy 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 50 m²;
- 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 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

The Representative Church Body – Report 2009

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 Places of Public Worship Grant Scheme (Northern Ireland)**

The Listed Places of Worship Grant Scheme returns, in grant aid, all or part of the actual amount spent on VAT on eligible repairs to listed places of worship. The Scheme is currently due to continue until the end of March 2011. It is designed to assist the repair of places of worship where the costs would be the responsibility of a local congregation or a recognised denomination faith group. The building must be used as a place of worship at least six times a 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;
- Applies to listed places of worship owned by or vested in specified organisations which look after redundant churches;
- Is non-discretionary;
- Covers work carried out on and after 1 April 2001;
- Only accepts applications made in arrears.

It should be noted that the amount of VAT returned is determined by the date of the repair works:

- Eligible works carried out **between 1 April 2001 and 31 March 2004** will receive the difference between 5% and the actual amount of VAT paid.
- Eligible works carried out **on or after 1 April 2004** can reclaim the full amount of VAT paid.

Full information and application forms may be obtained from the website, lpwscheme.org.uk or contact:

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

The Representative Church Body – Report 2009

- **Civic Structures Conservation Grants Scheme (Republic of Ireland)**

The Scheme, operated by the Department of the Environment, Heritage and Local Government, provides grants in relation to the restoration and conservation of the architectural heritage of buildings which are in public ownership or open to the public generally and which are seen as being of considerable architectural merit. This includes places of worship. Closing date for applications is generally mid-February each year. Details may be obtained from the Department's website at www.environ.ie.

- **The Heritage Council Buildings at Risk Scheme**

Operated by the Heritage Council for repairs to historic buildings (roofs only considered in 2008). Details may be obtained from the Heritage Council's website at www.heritagecouncil.ie and from the Heritage Council, Church Lane, Kilkenny, Co Kilkenny.

- **The Heritage Council Significant Places of Worship Grant Scheme**

The Department of the Environment, Heritage and Local Government set up the Grant Scheme in 2008, administered by the Heritage Council, to assist in meeting the costs of major conservation works for Cathedrals, Churches and other Places of Public Worship of national importance in the ownership of religious bodies. Details may be obtained from the Heritage Council's website at www.heritagecouncil.ie and from the Heritage Council, Church Lane, Kilkenny, Co Kilkenny.

- **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

- **Historic Churches Advisory Committee**

Following a Resolution of the Representative Body in September 2003, the Historic Churches Advisory Committee (HCAC) was appointed "To act as an Historic Churches Advisory Committee to the Church of Ireland with power to consult". In the following years the HCAC performed an invaluable task in monitoring applications made through Forms of Certificates of Consent to Alteration, providing information on Grant Aid in the Republic of Ireland, the role of Conservation Officers, liaising with Government bodies and organisations such as the Irish Landmark Trust and Dublin Civic Trust and set up a website offering practical guidance on the care and maintenance of churches. With the latter in place and following changes in legislation since the introduction of the Planning and Development Act, 2000, it was felt that the duties of the HCAC would in the future be best served under the care of the RCB Property Committee and accordingly, the Representative Body at its meeting held on 16 September 2008 approved the following Resolution:

The Representative Church Body – Report 2009

- “(a) that the Historic Churches Advisory Committee (HCAC) be disbanded and that both its statutory and advisory functions be assigned to the RB Property Committee; and
- (b) that the Property Committee be requested to appoint The O’Morchoe and Mrs Primrose Wilson as its advisers until the Ordinary Meeting of the Representative Body in September 2009, in accordance with By-Law 3.03, for the purpose of being available to advise the Committee in respect of matters relating to the care and maintenance of church buildings.”

Following the adoption of the above resolution the Property Committee was requested formally to appoint two of its members to serve on the Church Buildings Sub-Committee with The O’Morchoe and Mrs Primrose Wilson. Subsequently, at its meeting on 5 November 2008, the Property Committee appointed the Very Rev LDA Forrest and Mrs J Leighton to the Sub-Committee.

Forms of Certificates of Consent to Alteration

- Prior to its disbandment, the Historic Churches Advisory Committee held its final meeting on 2 September 2008, during which it recommended to the Property Committee that “Blue Forms” be amended to reflect a requirement that, prior to signature by the Bishop or Ordinary, the form should be submitted for consent by the Representative Body. Revised wording was later formulated by the RCB Property Committee and approved by the Representative Body and the amended forms have been circulated to Diocesan Secretaries.
- The wording has been altered from “...it will not be necessary to apply to The Representative Church Body for their express consent...” to read “...**prior to signature by the Bishop or Ordinary and before Planning Permission is sought, it will** be necessary to apply to The Representative Church Body for their express consent to the proposed improvements...” The revised wording is to notify parishes not to enter into the planning process before the requisite approval is obtained.

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. Copies may also be downloaded directly from the website at www.hc.anglican.org

Website

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

The Representative Church Body – Report 2009

Grateful thanks are expressed to the members of the former Historic Churches Advisory Committee, Mr Robert Neill (Chairman), Mrs Primrose Wilson, The O'Morchoe, Very Rev LDA Forrest and Ven DA Pierpoint for their time, expertise and commitment, which has performed a vital role in establishing awareness of the issues surrounding the care and protection of the wealth of architectural heritage of Church of Ireland churches.

LIBRARY AND ARCHIVES COMMITTEE

- **Committee Membership**

Very Rev SR White was no longer a member of the Representative Body and the consequent vacancy on the Committee was filled by the election of Rev Canon JO Mamm. Rev Dr MJ Elliott joined the Committee as an advisory member on his appointment as Director of the Church of Ireland Theological Institute.

- **Allocations**

The General Synod allocated €11,000 and £7,500 for the purchase of books. This was generously augmented from the following sources:

APCK (€10,000); Armagh diocese (£400); Cashel and Ossory dioceses (€800); Cork, Cloyne and Ross dioceses (€500); Derry and Raphoe dioceses (£500); Down & Dromore diocese (£270); Dublin and Glendalough dioceses (€1,000); Limerick, Killaloe and Ardfert dioceses (€250); Meath and Kildare dioceses (€400); Monkstown (Dublin) parish (€300); Tuam, Killala and Achonry dioceses (€500).

- **Accessions**

Books and periodicals were purchased to meet the requirements of those in training for ministry and the needs of the wider church. The first effects of the new Theological Institute were evident in the need to purchase books which were on the reading lists for the foundation course. These purchases were augmented by donations from publishers, authors and from a number of individuals, notably, Mrs Olive Briggs, Rev Canon JWR Crawford, the Very Rev RB MacCarthy, Rev Canon IJ Power, Mr Charles Reede, and Rev GDB Smith.

The principal archival accessions were records from 52 parishes, bringing to over 990 the number of parish collections which the Library manages. The papers of Rev Canon JWR Crawford, Very Rev JTF Paterson and Very Rev SW Reede promise, in due course, to be important sources for the history of the Church of Ireland in the 20th century, as do the records of the Press Office, while the voluminous collections of Rev RH Byrne, relating principally to the dioceses of Meath and Kildare will be a boon to local and parish historians.

A list of accessions of archives and manuscripts to the Library during 2008 is included as Appendix G (page 93).

The Representative Church Body – Report 2009

- **Ministerial Training**

In support of ministerial training, one of the core functions of the Library, induction sessions were provided for ordinands in the Theological College, those in training for the non-stipendiary ministry and for the students on the Archbishop of Dublin's course in theology. On the weekends on which there was NSM training in the Theological College the Library remained open until 7.30 pm. Discussions have begun with the Director of the Church of Ireland Theological Institute to determine how best the Library can support the Institute and its staff and students.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer and almost 20,000 books have been processed. Professional advice was obtained on the provision of an on-line catalogue to assist those engaged in distance learning and the Library staff are working with the Church House IT Department on this project. Records from 52 parishes and chapels of ease were catalogued as were the muniments of St Lasarian's Cathedral, Leighlin, and Holy Trinity Cathedral, Waterford. Among the smaller manuscript collections which were listed were the papers of Bishop Edward Stopford, the Olden family, and Canon PAG Sheppard.

- **Conservation**

Thirty volumes of parish records were repaired and rebound, as were twelve volumes of reference works. The Red Book of Ossory was digitized as a pilot project to promote conservation and to facilitate local access. The costs of this initiative were generously subvented by the Bishop of Cashel & Ossory. It is hoped to similarly digitize all the medieval manuscripts in the Library.

- **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. The Library continued to facilitate the re-allocation of pieces to other parishes.

- **Episcopal Portraits**

Portraits of Anthony Dopping, Bishop of Meath, 1682-97, and William Carmichael, Bishop of Meath, 1758-65, were repaired and cleaned prior to hanging in the Meath & Kildare Diocesan Centre. Three portraits from the Palace in Cork were restored so completing the conservation of the Cork episcopal portrait collection while the restoration of a pastel of CF D'Arcy, Bishop of Ossory, 1907-11, completed the hanging of the portraits in the Bishop's House, Kilkenny. The Tuam episcopal portrait collection was surveyed, a portrait of John Vesey, Archbishop of Tuam, 1679-1716, from the Bishop's House, Crossmolina, was repaired and cleaned and the

The Representative Church Body – Report 2009

frame of the portrait of Power le Power Trench, Archbishop of Tuam, 1819-39, in the Tuam Synod Hall was conserved.

- **Outreach**

The twelfth volume in the Library's parish register series, *Registers of the cathedral of St Fin Barre, Cork, 1753-1804*, edited by Dr Alicia St Leger, was published.

Lectures on the Library and its resources were given to students on the Master in Urban Building Construction course in UCD, the Certified Genealogists Alumni Group, the Association of Church Archivists Ireland, the committee of the Irish Section of the Huguenot Society of Great Britain & Ireland, the Kilmore Clerical Society, Breifne Historical Society and the Cashel & Ossory diocesan clergy education programme, while seminars were facilitated for students from the UCD Archives School and the MA in history course in NUI Maynooth.

LEGAL ADVISORY COMMITTEE

In response to draft legislation subsequently presented to General Synod in 2008, seeking to amend Chapter VIII of the Constitution of the Church of Ireland, an opinion was sought by the Executive Committee from the Legal Advisory Committee, as to whether the proposal in the draft bill, that a Disciplinary Tribunal or Appeals Tribunal be entitled to *direct* the Representative Body to pay a Respondent's or an Appellant's costs, was ultra vires the powers of the Standing Committee of the General Synod and of the tribunals appointed by that committee. The matter was considered by members of the Legal Advisory Committee with reference to provision in the existing Chapter VIII, empowering the Court of the General Synod to make orders for costs and expenses of proceedings before that Court, payable out of the General Purposes Fund. It was the view of the Committee, recorded in its Opinion, that any direction to the Representative Body to pay costs and expenses of proceedings before ecclesiastical tribunals, should expressly state such sums shall be payable from the General Purposes Fund. Following passage of the bill presented to General Synod, section 38(f) of Chapter VIII of the Constitution now provides for payment of costs and expenses of proceedings before ecclesiastical tribunals out of the General Purposes Fund, up to a maximum level as decided upon by the Representative Body, following consideration of factors listed in the section.

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.

The Representative Church Body – Report 2009

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 maintaining the ministry generally. 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 2008 was £4,796,408 to which the income tax recovered by the Representative Body added £1,348,062 to give a total of £6,144,470 as compared with £6,510,541 in the previous year. This figure includes an element of transitional relief which is 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 will be paid in respect of all qualifying Gift Aid donations made to charities between 6 April 2008 and 5 April 2011. This means that for every pound donated under the Gift Aid scheme the charity will continue to receive 28p until the end of the tax year 2010/11.

Republic of Ireland

Tax relief is available on donations of €250 or more made by individuals and corporate donors to eligible charities and approved bodies. In the case of donors who are PAYE only, tax reclaimable by the charity represents 25% of the original donation for standard rate tax payers and 69% of the original donation for higher rate tax payers. If donors are self assessed for tax purposes, relief is available at the appropriate tax rate against the donation value.

The Representative Church Body – Report 2009

Many parishes and the Bishops' Appeal have benefited greatly from this tax relief and they are utilising the opportunity to maximise the value of parochial and charitable giving. Information on the reclaim process is available from Church of Ireland House, Dublin.

The Representative Body, together with other charitable bodies, continues to lobby for an extension of relief and further simplification of the process to allow growth in the resources available to the charitable sector in Ireland.

- **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 2008 on behalf of parishes, dioceses and special trusts is included as Appendix H (page 98).

- **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.

The Representative Church Body – Report 2009

MISCELLANEOUS AND GENERAL

• **Deposit Interest (Rates)**

The rates of interest allowed or charged by the Representative Body are linked to the rates ruling from time to time in the money market. The following rates of interest were applied by the Representative Body in 2008:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	6.00	4.25	6.50	5.60
30 June	6.00	4.25	6.50	5.40
30 September	6.25	4.50	6.40	5.30
31 December	5.75	4.10	5.10	4.20

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 (RP Index)	Republic of Ireland (CP Index)
2004	3.5%	2.6%
2005	2.2%	2.5%
2006	4.4%	4.9%
2007	4.0%	4.7%
2008	0.9%	1.1%

The Representative Church Body – Report 2009

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 for 2009 from the balance on the General Funds Revenue Account for the year ended 31 December 2008:

	€
Group A – Maintenance of the Stipendiary Ministry	1,486,635
Group B – Pension Related Costs	1,180,064
Group C – Training of Ordinands	1,444,627
Group D – General Synod Activities	1,163,731
Group E – Miscellaneous	25,500
	<hr/>
	5,300,557
	<hr/> <hr/>

II. Minimum Approved Stipend

That, in accordance with Section 51 (1) of Chapter IV of the Constitution and with effect from 1 January 2010, Minimum Approved Stipends shall remain at unchanged levels from 2009, as follows:

- (a) no stipend shall be less than £25,498 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:

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

The Representative Church Body – Report 2009

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2008

CONTENTS

	PAGE
EXECUTIVE COMMITTEE AND OTHER INFORMATION	3
EXECUTIVE COMMITTEE REPORT	4
REPORT OF THE INDEPENDENT AUDITORS	5
ACCOUNTING POLICIES	6
GENERAL FUND REVENUE ACCOUNT	7
BALANCE SHEET	8
STATEMENT OF TOTAL RECOGNISED GAINS & LOSSES	9
CASH FLOW STATEMENT	10
NOTES TO THE FINANCIAL STATEMENTS	11

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

CHAIRMAN

- Mr S Gamble

MEMBERS (*ex officio*)

- The Archbishop of Armagh
- The Archbishop of Dublin
- Mr GC Richards (Allocations Committee)
- Mr RS Neill (Investment Committee)
- Mr RH Kay (Property Committee)
- Mr HJ Saville (Stipends Committee)

MEMBERS (elected)

- The Bishop of Meath
- Rev AJ Forster
- Ven CT Pringle
- 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

AUDITORS

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

OFFICERS

- Chief Officer and Secretary
- Head of Investments
- Head of Finance
- Head of Property and Trusts
- Head of Synod Services and Communications
- Senior Solicitor
- Mr DC Reardon
- Mr PM Talbot
- Mr TA Clements
- Mr TJ Stacey
- Mrs JM Maxwell
- Mr M McWha

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

The impact of the extreme turbulence which affected global financial markets in 2008 is very visible in the year end Balance Sheet of the Representative Body, which ended the year with a total value of €386m (2007 - €662m). The €276m diminution in value is partly accounted for by year end translation of sterling at a weakened rate of exchange, but the main difference is in the intrinsic value of the underlying assets. Asset values are an important factor in the year end actuarial certificate of the actuaries to the Clergy Pensions Fund and the Staff Pension Scheme, and at the year end both showed substantial deficits against the minimum funding standard measure. These deficits will have to be addressed in the coming year. The Staff Pension Scheme deficit of €3.7m is shown as a long term liability on the Balance Sheet.

The impact on income of troubled global markets in 2008 was subdued, as the effect of dividend cuts and falling interest rates came late in the year, and the fall of €0.568m in reported income relates to a reduction in translated sterling values. The outlook for income in 2009 and the medium term is gloomy, and the Representative Body will have to work hard to narrow the gap between substantially reduced income levels and expenditure levels which will fall much less rapidly.

An amount of €0.610m is transferred from the General Fund Revenue Account to Allocations and FRS 17 Reserves at the year end, after providing €5.3m for 2009 allocations, and together with a prior year adjustment of €0.181m which arises due to a change in accounting policy, the value of the Allocations Reserve at the year end in euro terms is €4.578m, which is 86.4% of the allocations charge for the year.

Statement of Trustee's Responsibilities

The Representative Body, as Trustee, is responsible for preparing the annual report and the financial statements in accordance with generally 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. The Trustee is required to prepare financial statements for each financial year that give a true and fair view of the state of its affairs and of its financial result for the period. 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;
- 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 and to enable it to ensure that the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and comply with relevant legislation. 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.

10 March 2009

S Gamble (Chairman, Executive Committee)



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

INDEPENDENT AUDITORS' REPORT TO THE GENERAL SYNOD OF THE CHURCH OF IRELAND

We have audited the financial statements on pages 6 to 23 which comprise the Profit and Loss account, the Balance Sheet, the Statement of Recognised Gains and Losses, the Cash Flow Statement and related notes. These financial statements have been prepared under the accounting policies set out in the statement of accounting policies on page 6.

Respective responsibilities of directors and auditors

The responsibilities of the Representative Church Body, as Trustee, for preparing the Annual Report and the financial statements in accordance with applicable Irish law and the accounting standards issued by the Accounting Standards Board and published by The Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland) are set out in the Statement of Trustees' Responsibilities on page 4.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). This report, including the opinion, has been prepared for and only for the General Synod 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.

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland. We state whether we have obtained all the information and explanations we consider necessary for the purposes of our audit and whether the financial statements are in agreement with the books of account. We also report to you our opinion as to whether the company has kept proper books of account.

We read the Executive Committee Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustee in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Body's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the Representative Church Body's affairs as at 31 December 2008 and of its result and cash flows for the year then ended. 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.


PricewaterhouseCoopers

Chartered Accountants and Registered Auditors

Dublin
24 March 2009

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

- (i) **Basis of preparation** – The financial statements have been prepared in accordance with accounting standards generally accepted in Ireland, which are those standards published by the Institute of Chartered Accountants in Ireland and issued by the Accounting Standards Board.
- (ii) **Historical cost convention** – The financial statements are prepared under the historical cost convention except that investments are stated at valuation.
- (iii) **Investments** – Investments are stated in the balance sheet at year end valuation.

Quoted securities are valued at latest available trade price or middle market price ruling on the balance sheet date. Unquoted securities are valued by reference to the market value of the underlying assets. No account is taken of events subsequent to the balance sheet date which may have an impact on quoted investment values.

Loans are stated at book cost at the balance sheet date.

- (iv) **Income** – Income includes interest and dividends receivable during the financial year and, in the case of the General Fund, reflects bought and sold interest on bond transactions in the accounting period.
- (v) **Foreign currencies** – Balances in foreign currencies are translated into euro at the rates of exchange ruling at the balance sheet date. Transactions are translated at year end rate, €1 = £0.9525 (2007 €1 = £0.7333) or the euro prevailing rate where converted during the year.
- (vi) **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: Freehold buildings: 2%; Office equipment: 20%; System software 10%; Office furniture: 8%.
- (vii) **Pensions**

Staff (Current) – The pension entitlements of employees in the Staff Pension Scheme are secured by contributions to a defined benefits scheme administered by Irish Pensions Trust. An actuarial valuation is carried out at intervals of not more than three years.

Staff (Retired) – Pensions paid to retired staff who were not eligible to participate in the scheme administered by Irish Pensions Trust are paid from income on an annual basis.

Clergy – The Fund is established under Chapter XIV of the Constitution of the Church of Ireland as amended from time to time by the General Synod. The Representative Church Body is the Trustee of the Fund which is administered by the Church of Ireland Pensions Board in accordance with the provisions of Chapter XIV.

The Representative Church Body – Report 2009

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
GENERAL FUND REVENUE ACCOUNT
YEAR ENDED 31 DECEMBER 2008 **PAGE 7**

	Notes	2008 €000	2007 €000
INCOME			
Investments		7,047	7,463
Property and loans		133	199
Deposit interest		672	737
Sundries		128	170
Interest on reserves		190	169
		8,170	8,738
EXPENDITURE			
Operating expenses	10	2,064	1,742
Professional fees (including investment management costs)		276	371
Audit fees (including Unit Trusts)		91	86
Pension liabilities		120	130
		2,551	2,329
Surplus of income over expenditure		5,619	6,409
Allocations			
- Recommended		(5,301)	(6,045)
- Prior year unexpended		296	227
Surplus after allocations		614	591
Transfers			
- (to) allocations and FRS 17 reserves	7	(610)	(588)
- from building development reserve		85	85
- from computer development reserve		75	75
- (to) staff pensions reserve - income in year		(4)	(3)
- (to) general funds		(160)	(160)
		-	-

Signed: *S Gamble*
R Neill
Date: *10 March 2009*

The Representative Church Body – Report 2009

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

BALANCE SHEET

31 DECEMBER 2008

PAGE 8

	Notes	2008 €000	2007 €000
			As restated
EMPLOYMENT OF FUNDS			
CURRENT ASSETS			
Debtors		1,254	1,844
Cash on short term deposit	14	56,944	65,075
Bank balances	14	339	552
		<u>58,537</u>	<u>67,471</u>
CURRENT LIABILITIES			
Current account income balances	2	11,141	11,052
Recommended allocations	11	5,376	6,120
Creditors		1,079	1,189
		<u>17,596</u>	<u>18,361</u>
NET CURRENT ASSETS		40,941	49,110
LONG TERM (LIABILITY)/ASSET			
Staff pension scheme (deficit)/surplus	15	(3,699)	289
		<u>37,242</u>	<u>49,399</u>
TANGIBLE FIXED ASSETS	3	5,102	3,797
INVESTMENTS			
Loans		1,167	1,602
General funds	4	121,990	209,871
Specific trusts	5	220,298	397,340
		<u>385,799</u>	<u>662,009</u>
FUNDS EMPLOYED			
General funds	6	122,667	210,878
General reserves	7	2,387	6,819
		<u>125,054</u>	<u>217,697</u>
Pensions and related funds	8	79,751	125,687
Other trust funds	9	180,994	318,625
		<u>385,799</u>	<u>662,009</u>

Signed: *S Gamble*

R Neill

Date: *10 March 2009*

The Representative Church Body – Report 2009

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES AND
RECONCILIATION OF MOVEMENT IN GENERAL FUNDS EMPLOYED
YEAR ENDED 31 DECEMBER 2008 **PAGE 9**

	Notes	2008 €000	2007 €000
Surplus from general revenue		5,619	6,409
Currency translation movement		(24,707)	(10,362)
Unrealised (deficit) on revaluation of investments and property		(56,482)	(29,111)
(Loss)/profit on investment sales		(7,985)	10,418
Actuarial (loss) on staff pension scheme		(4,083)	(238)
Total recognised (losses)		(87,638)	(22,884)
Recommended allocations		(5,301)	(6,045)
Prior year unexpended allocations		296	227
(Decrease) in funds employed		(92,643)	(28,702)
Balance 1 January as previously stated		217,516	246,218
Prior year adjustment		181	-
Balance 1 January as restated		217,697	246,218
Balance 31 December		125,054	217,516

Signed: *S Gamble*
 R Neill
Date: *10 March 2009*

The Representative Church Body – Report 2009

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

CASH FLOW STATEMENT

YEAR ENDED 31 DECEMBER 2008

PAGE 10

	Notes	2008 €000	2007 €000
NET CASH FLOW FROM OPERATING ACTIVITIES	12	6,347	6,658
ALLOCATIONS OF INCOME PAID		(5,749)	(5,417)
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS			
Purchase of investments		(55,922)	(29,953)
Sale of investments		49,732	30,087
Advances of glebe, miscellaneous and car loans		(62)	(293)
Repayment of glebe, miscellaneous and car loans		496	558
Purchase of fixed assets		(1,993)	(151)
Sale of fixed assets		458	-
Pension related adjustment and payments		(95)	(188)
NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS		(7,386)	60
FINANCING			
Net cash inflow for specific trusts		11,666	4,291
NET CASH FLOW FROM FINANCING		11,666	4,291
INCREASE IN CASH	13	4,878	5,592

Signed: S Gamble
R Neill
Date: 10 March 2009

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS **PAGE 11**

1 SPECIFIC TRUSTS FUND INCOME AND COVENANTS

	2008	2007
	€000	€000
INCOME		
Investments	10,161	13,448
Deposit interest	2,681	2,565
	<u>12,842</u>	<u>16,013</u>
GIFT AID		
Income tax refund on Gift Aid donations	1,415	1,953
	<u>14,257</u>	<u>17,966</u>
Less related administration charges	(596)	(734)
	<u>13,661</u>	<u>17,232</u>
Applied or paid to specific trusts or parishes	<u>(13,661)</u>	<u>(17,232)</u>

A portion of specific trusts income is applied to the payment of stipends, allowances and pensions which in total amounted to €21.4m in the year ended 31 December 2008 (2007 €23.1m). The balance of the cost of remuneration and pensions is funded by transfers from dioceses and from General Synod allocations.

2 CURRENT ACCOUNT INCOME BALANCES

	2008	2007
	€000	€000
Diocesan stipend & general funds	6,904	6,649
Parochial endowments	206	289
Miscellaneous diocesan trusts	346	419
General Synod trusts	141	110
Other trust income & suspense balances	3,384	3,425
Clergy pensions & related funds	160	160
	<u>11,141</u>	<u>11,052</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 12

3 TANGIBLE FIXED ASSETS

	Premises	Furniture and fittings	Office equipment	Total
	€000	€000	€000	€000
<u>Cost</u>				
At beginning of year	3,469	440	1,220	5,129
Additions	1,958	19	82	2,059
Disposals	(458)	-	-	(458)
Currency adjustment	(63)	-	(16)	(79)
At end of year	4,906	459	1,286	6,651
<u>Depreciation</u>				
At beginning of year	458	232	642	1,332
Charge for year	113	36	137	286
Disposals	(57)	-	-	(57)
Currency adjustment	(8)	-	(4)	(12)
At end of year	506	268	775	1,549
<u>Net book value</u>				
At beginning of year	3,011	208	578	3,797
At end of year	4,400	191	511	5,102

The depreciation charge for Premises includes an amount of €20k relating to loss arising on the sale of a premises.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED **PAGE 13**

4 GENERAL FUNDS – ANALYSIS OF FUND ASSETS	2008	2007
	€000	€000
<u>Investments at valuation</u>		
Ireland		
Trustee	2,525	1,501
Bonds	501	1,646
Equities - financial	1,389	14,856
Equities - commercial (includes convertibles)	8,112	15,733
United Kingdom		
Bonds	461	-
Equities	37,825	74,022
Unit trusts	13,197	22,978
Europe		
Bonds	22,118	21,579
Unit trusts	1,062	2,283
Equities	25,866	41,751
Rest of the world		
North America bonds	306	-
North America equities	13	45
	113,375	196,394
<u>Other assets</u>		
Cash	6,121	11,021
	119,496	207,415
General reserves – investments	2,494	2,456
	121,990	209,871

The fund value at year end includes €28,215, being value attributable to a holding in Anglo Irish Bank plc, subsequently nationalised by the Irish Government.

The Representative Church Body – Report 2009

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

5 SPECIFIC TRUSTS – ANALYSIS OF FUND ASSETS	2008	2007
<u>Investments at valuation</u>	€000	€000
Ireland		
Equities	-	9,236
Unit trusts (excluding RB)	3,179	6,461
United Kingdom		
Trustee	-	5,194
Bonds	6,558	3,525
Equities	19,509	26,788
North America		
Equities	-	11,871
Latin America		
Equities	-	850
Europe		
Unit trusts	-	14,125
Bonds	8,371	-
Equities	23,680	23,949
Pacific Basin		
Equities	-	8,807
Global fund		
Equities	15,860	-
Japan		
Equities	-	6,507
	<u>77,157</u>	<u>117,313</u>
<u>Other assets</u>		
Cash	502	3,584
Debtors	67	-
RB General Unit Trusts	142,572	276,443
	<u>220,298</u>	<u>397,340</u>

The fund value at year end includes €162,450, being value attributable to a holding in Anglo Irish Bank plc, subsequently nationalised by the Irish Government.

The Representative Church Body – Report 2009

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

6 GENERAL FUNDS

	Balance at 1.1.08	Currency translation movements	Capital changes/ movements	Loss on investment sales	Revaluation movements	Balance at 31.12.08
	€000	€000	€000	€000	€000	€000
Realised value	171,289	(21,303)	160	(7,985)	-	142,161
Unrealised surplus/(deficit) on revaluation of investments	39,222	(3,058)	-	-	(56,025)	(19,861)
Unrealised surplus on revaluation of property	367	-	-	-	-	367
	<u>210,878</u>	<u>(24,361)</u>	<u>160</u>	<u>(7,985)</u>	<u>(56,025)</u>	<u>122,667</u>

7 GENERAL RESERVES

	Balance at 1.1.08	Surplus	Currency translation movements	Capital changes	Revaluation movements	Balance at 31.12.08
	€000	€000	€000	€000	€000	€000
Allocations reserve	4,866	515	(346)	-	(457)	4,578
Staff pension - FRS17	289	95	-	(4,083)	-	(3,699)
Building development reserve	1,056	-	-	(85)	-	971
Computer development reserve	525	-	-	(75)	-	450
Staff pensions reserve	83	4	-	-	-	87
	<u>6,819</u>	<u>614</u>	<u>(346)</u>	<u>(4,243)</u>	<u>(457)</u>	<u>2,387</u>

Opening reserves have been restated by €181,000 in light of the prior year adjustment as described in note 16.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED **PAGE 16**

8 PENSIONS AND RELATED FUNDS

	Balance at 1.1.08 €000	Currency translation movements €000	Capital changes/ movements €000	Investment sales surplus €000	Revaluation movements €000	Balance at 31.12.08 €000
Clergy Pensions Fund	121,279	(1,512)	(2,638)	-	(39,884)	77,245
Widows and Orphans Funds	2,828	(41)	-	-	(1,355)	1,432
Supplemental Fund	1,036	(181)	-	-	(274)	581
Clergy Pensions Fund (AVC scheme)	544	(21)	(30)	-	-	493
	<u>125,687</u>	<u>(1,755)</u>	<u>(2,668)</u>	<u>-</u>	<u>(41,513)</u>	<u>79,751</u>

The Church of Ireland Pensions Board report includes more detailed financial statements covering a substantial portion of the above funds which are administered by the Board in accordance with the provisions of Chapters XIV and XV of the Constitution.

The Representative Church Body – Report 2009

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

9 OTHER TRUST FUNDS

	Balance at 1.1.08 €000	Currency translation movements €000	Capital changes/ movements €000	Surplus on investment sales €000	Revaluation movements €000	Balance at 31.12.08 €000
Parochial trusts and glebe sales	186,347	(8,601)	388	146	(72,732)	105,548
Diocesan stipend and general funds	34,034	(2,117)	204	-	(14,195)	17,926
Diocesan miscellaneous trusts	14,359	(587)	63	-	(6,397)	7,438
Diocesan episcopal funds	6,879	(416)	(3)	-	(2,873)	3,587
Less: diocesan car loans	(538)	70	21	-	-	(440)
	241,081	(11,651)	673	146	(96,197)	134,059
Sundry trusts	62,954	(2,468)	(1,169)	-	(20,294)	39,023
General Synod funds	12,674	(436)	198	-	(5,499)	6,937
Church of Ireland auxiliary funds	1,916	(43)	-	-	(898)	975
	318,625	(14,598)	(298)	146	(122,888)	180,994

The Representative Church Body – Report 2009

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 18

10 OPERATING EXPENSES

	2008	2007
	€000	€000
<u>General administration</u>		
Salaries and wages	1,991	1,786
PRSI	204	184
Pension - inc actuarially calculated cost (note 15)	216	174
Other staff costs	120	126
Office supplies	153	129
Light, heat and power	35	35
Postage and telephones	66	54
Maintenance and repairs	9	29
Insurance, rates and taxes	84	89
Banking and other charges	8	7
Depreciation	286	243
	<u>3,172</u>	<u>2,856</u>
<u>Less costs recovered</u>		
Specific trusts	(510)	(607)
Legal fees	(127)	(115)
Other charges	(824)	(739)
	<u>1,711</u>	<u>1,395</u>
Library	223	209
Central committees	124	136
Episcopal electors	6	2
	<u>2,064</u>	<u>1,742</u>

11 RECOMMENDED ALLOCATIONS

	2008	2007
	€000	€000
Balance sheet provision		
Maintenance of the stipendiary ministry	1,487	1,538
Retired clergy and surviving spouses	1,180	1,353
Training of ordinands	1,520	1,661
General Synod activities	1,164	1,532
Miscellaneous financing	25	36
	<u>5,376</u>	<u>6,120</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 19

12 CASH FLOW RECONCILIATION

The Cash Flow Statement has been prepared in accordance with Financial Reporting Standard No 1 as required by the Accounting Standards Board and reflects the cash flows of the Representative Church Body General Funds and Reserves. Cash flows relating to Specific Trusts and Clergy Pension Funds are included to the extent that they are currently reflected in bank accounts or monetary asset and liability balances of the Representative Church Body at the financial year end.

Reconciliation of surplus of income over expenditure to net cash inflow from operating activities:

	Notes	2008 €000	2007 €000
Surplus of income over expenditure		5,619	6,409
Change in other debtors		435	(90)
Change in creditors		24	83
Net amortisation of fixed assets		229	243
Effect of foreign exchange rate changes		40	13
Net cash flow from operating activities		<u>6,347</u>	<u>6,658</u>

13 ANALYSIS OF CHANGES IN CASH DURING THE YEAR

	2008 €000	2007 €000
Balance at 1 January	76,648	71,056
Net cash inflow	13,048	8,476
Effect of foreign exchange rate changes	(8,170)	(2,884)
Balance at 31 December	<u>81,526</u>	<u>76,648</u>

14 ANALYSIS OF CASH BALANCES

	2008 €000	2007 €000
Cash on short term deposit	56,944	65,075
Due from bankers	339	552
Cash held for RCB managed funds	18,122	-
Cash held by investment managers	4 6,121	11,021
	<u>81,526</u>	<u>76,648</u>

15 RETIREMENT BENEFITS

- (a) The Representative Body operates a contributory defined benefit pension scheme with assets held in a separately administered fund. The most recent valuation was as at 1 January 2008 and is available for inspection by the scheme members.

The 1 January 2008 valuation showed that the market value of the assets of the scheme was €9.042m which represented 93.9% of the benefits that had accrued to members after allowing for expected future increases in earnings, using the same basis for calculating liability as at the previous valuation in 2005.

The figures following for the year ending 31 December 2008 (and comparatives for 31 December 2007) show that the market value of the assets of the scheme to be €5.677m (€9.044m), and that this represents 60.5% of the value of benefits that had accrued to members as at that date. The market value of assets has fallen by €3.367m (37.2%) during the course of a turbulent year for financial and property markets. This compares to an average fall of 34.6% for Irish pension funds in the year. The present value of scheme liabilities as calculated by the actuary has increased from €8.755m to €9.376m in 2008.

The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments, particularly 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 5.75%.

The pension charge for the year as calculated under the guidelines of FRS 17 is €17,000 (2007: €90,000). Part of this charge is included in operating expenses as Pension Funding, and the balance is in respect of pension charges for the Library.

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

The amounts recognised in the balance sheet are as follows:

	2008	2007
	€000	€000
Present value of funded obligations	(9,376)	(8,755)
Fair value of plan assets	5,677	9,044
Pension Liability in the balance sheet	<u>(3,699)</u>	<u>289</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 21

15 RETIREMENT BENEFITS - CONTINUED

The amounts recognised in the profit and loss account are as follows:

	2008	2007
	€'000	€'000
Interest cost	485	422
Expected return on plan assets	(618)	(631)
Net finance income	(133)	(209)
Current service cost - included in other operating costs	250	299
	117	90
Actual return on plan assets	(3,181)	(291)

The amounts recognised in the Statement of Total Recognised Gains & Losses (STRGL) are as follows:

	2008	2007
	€'000	€'000
Actual less expected return on scheme assets	(3,809)	(922)
Experience losses on liabilities	(1,422)	(119)
Change in assumptions underlying the present value of the scheme liabilities	1,148	803
Actuarial Losses recognised in the STRGL	(4,083)	(238)

The cumulative actuarial loss recognised in the Statement of Total Recognised Gains and Losses up to and including the financial year ended 31 December 2008 is €4.32m.

	2008		2007	
	Pension Assets	Pension Liabilities	Pension Deficit	Pension Deficit
	€'000	€'000	€'000	€'000
Movement in Scheme Assets and Liabilities				
At 31 December 2007	9,044	(8,755)	289	339
Current Service Cost	-	(250)	(250)	(299)
Interest on scheme liabilities	-	(485)	(485)	(422)
Expected return on scheme assets	618	-	618	631
Actual less expected return on scheme assets	(3,809)	-	(3,809)	(922)
Experience losses on liabilities	-	(1,422)	(1,422)	(119)
Changes in assumptions	-	1,148	1,148	803
Benefits paid	(392)	392	-	-
Premiums paid	(19)	19	-	-
Contributions by plan participants	23	(23)	-	-
Employer contributions paid	212	-	212	278
At 31 December 2008	5,677	(9,376)	(3,699)	289

15 RETIREMENT BENEFITS - CONTINUED

Risks and rewards arising from the assets

At 31 December 2008 the scheme assets were invested in a diversified portfolio that consisted primarily of equity and debt securities and properties. The fair value of the scheme assets as a percent of total scheme assets and target allocations are set out below:

(as a percentage of total scheme assets)	Planned		
	2009	2008	2007
	%	%	%
Equities	64	64	76
Bonds	24	24	12
Property	9	9	8
Other	3	3	4

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 have 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 3.75% above the long term gilt yields, giving an assumed return of 8%.

For property assets, the assumed rate of return is 5.5% 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 2008 is 6.59% (2007: 6.9%).

The principal actuarial assumptions at the balance sheet date:

	2008	2007
	%	%
Discount rate	5.75	5.50
Future salary increases	3.00	3.75
Future pension increases	2.00	2.25
Inflation rate	2.00	2.25

15 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:

	2008	2007
Male	21.8	21.8
Female	24.8	24.8

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

	2008	2007	2006	2005	2004
Present value of the defined benefit obligation (€000)	(9,376)	(8,755)	(9,032)	(9,018)	(8,015)
Fair value of plan assets (€000)	5,677	9,044	9,371	6,206	5,238
Pension (deficit)/surplus (€000)	(3,699)	289	339	(2,812)	(2,777)
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	(15.2%)	(1.4%)	4.1%	0.2%	(7.8%)
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	(15.2%)	(10.2%)	5.8%	13.0%	(4.0%)

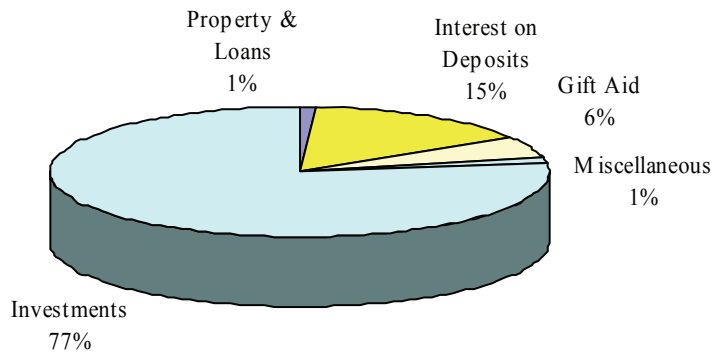
16 PRIOR YEAR ADJUSTMENT

Whereas in prior years interest receivable has been recognised only when the term was complete, as at 31 December 2008 full accruals accounting was adopted for the recording of interest attributable to deposits and similar financial instruments. The change of accounting policy was considered necessary as a result of the strategy of investing in financial instruments with increased periods to maturity, some of which spanned the year end. The relevant value included in the financial statements for 2008 is €99,700. The equivalent amount for 2007 was €81,000 and this is treated as a prior year adjustment in the Statement of Total Recognised Gains and Losses. The balancing amount of €18,700 has been included in income in the General Fund Revenue Account.

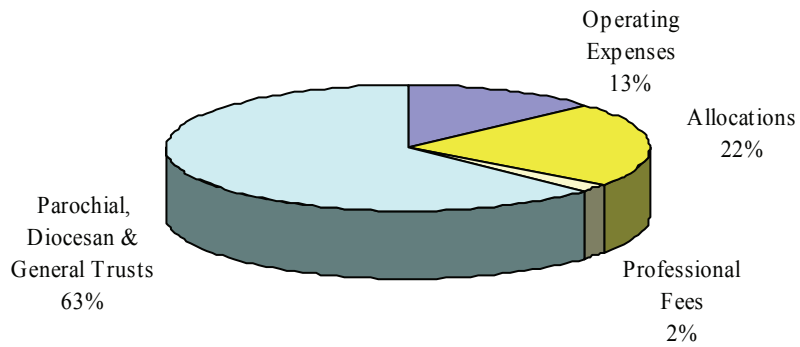
APPENDIX A

The total income applied by the Representative Body in 2008 was €22.427m as summarised below. These figures do not include parochial contributions to Diocesan Funds, the Bishops' Appeal or the Priorities Fund.

**Sources of Income
(including Trust Funds and Covenants)**



Application of Income on Funds vested in or administered by the Representative Body



The Representative Church Body – Report 2009

APPENDIX B

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

**INCOME AND EXPENDITURE ACCOUNT
For the year ended 30 June 2008**

	2008	2007
	€	€
INCOME		
Grants from General Synod	735,130	691,655
Divinity student fees	135,470	139,977
Receipts from guests and conference	91,213	94,655
Non-stipendiary ministry training	48,187	41,379
Clergy study courses	3,172	2,651
Interest	1,062	805
Foundation course	26,621	-
	<u>1,040,855</u>	<u>971,122</u>
EXPENDITURE		
Academic expenses	413,654	347,696
Administration expenses	103,125	104,058
Operating expenses	249,746	232,927
Establishment expenses	256,803	269,254
Transfer to Chapel Library	1,150	1,500
	<u>1,024,478</u>	<u>955,435</u>
Surplus for the year	16,377	15,687
Balance at beginning of the year	17,727	24,738
Opening balance paid to RCB	(16,580)	(22,698)
Balance at the end of the year	<u><u>17,524</u></u>	<u><u>17,727</u></u>

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

The Representative Church Body – Report 2009

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

BALANCE SHEET

As at 30 June 2008

	2008	2007
	€	€
EMPLOYMENT OF CAPITAL		
FIXED ASSETS	79,440	108,892
CURRENT ASSETS	<u> </u>	<u> </u>
Sundry debtors	69,447	38,552
Bank deposit accounts	9,307	8,260
Bank current accounts	-	9,800
Cash on hand	5	2
	<u>78,759</u>	<u>56,614</u>
CURRENT LIABILITIES		
Bank current accounts	12,282	18,722
Train a Deacon Fund	252	274
Sundry creditors and accruals	41,110	13,497
Undistributed Chapel collections	22	45
Development finance	21,170	32,002
	<u>74,836</u>	<u>64,540</u>
Net current liabilities	3,923	(7,926)
Provision for retirement of long term employees	(7,569)	(6,349)
Development finance	(58,270)	(76,890)
	<u>17,524</u>	<u>17,727</u>
CAPITAL AND TRUST FUNDS		
Accumulated surplus	16,821	16,580
Ferrar Memorial Fund for Liturgical Library	300	363
Gregg Memorial Fund for College Library	403	84
Principal's Discretionary Fund	-	700
	<u>17,524</u>	<u>17,727</u>

APPENDIX C

FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

		Reporting currency	2008 %	3 year annualised 2006-2008 %	5 year annualised 2004-2008 %
Clergy Pensions Fund	(a)	<i>Euro</i>	-34.6	–	–
General Funds					
General Funds (In-House)		<i>Euro</i>	-50.9	-21.9	-7.0
General Funds (Lazard)		<i>Sterling</i>	-14.3	1.0	7.6
Parochial, Diocesan Funds etc					
RB General Unit Trust (RI)		<i>Euro</i>	-46.2	-17.0	-3.7
RB General Unit Trust (NI)		<i>Sterling</i>	-20.6	-1.1	6.8
Benchmark					
<i>PRMS Average (Ireland)</i>	(b)	<i>Euro</i>	-35.7	-10.7	-0.6
<i>ISEQ</i>		<i>Euro</i>	-65.1	-30.0	-11.7
<i>ISEQ (ex-Elan)</i>		<i>Euro</i>	-64.5	-30.0	-11.7
<i>ISEQ Bond Index Total</i>		<i>Euro</i>	6.5	2.7	4.7
<i>CAPS Discretionary Index</i>	(c)	<i>Sterling</i>	-18.6	-0.5	5.8
<i>FTSE All Share</i>		<i>Sterling</i>	-29.6	-4.6	3.8
<i>FTSE ALL UK Gilt Index</i>		<i>Sterling</i>	12.8	6.2	6.6

(a) 3 year and 5 year performance returns were previously shown in the underlying currencies when the subdivisions were actively managed.

(b) PRMS is the survey of balanced Irish segregated pension funds and prior to the transfer of assets to Irish Life Investment Managers on 24 January 2008 was the benchmark for the Clergy Pensions Fund (Irish sub-division). However, the survey differed in its asset base to that of the General Funds (in-house) portfolio and the RB General Unit Trust (RI), both of which traditionally have had higher weightings in Irish and UK stocks. It now also differs with the Clergy Pensions Fund which is passively managed.

(c) The CAPS Discretionary Index is a market-based index, constructed from the standard market indices for each of the sectors applied by balanced funds included in the UK pension pooled fund survey and was the benchmark for the Clergy Pensions Fund (UK sub-division) when it was actively managed. However, the index differs in its asset base to that of the RB General Unit Trust (NI), which is 100% sterling based.

The Representative Church Body – Report 2009

APPENDIX D
GENERAL UNIT TRUSTS
FINANCIAL STATEMENTS
AND
INVESTMENT MANAGER'S REPORTS
YEAR ENDED 30 JUNE 2008

Contents

	Page
RB General Unit Trust (Republic of Ireland)	71
RB General Unit Trust (Northern Ireland)	81

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

FUND OBJECTIVES

The objectives of the Fund are (i) to maintain a balanced spread of investments primarily in Irish, UK and Continental European equities and fixed interest stocks, and (ii) to generate a stable income base and, over the longer term, to seek to provide an increasing income stream with capital appreciation.

MARKET REVIEW

It was a difficult twelve months for global equity markets with most major markets posting double digit declines over the period. The initial catalyst for this poor performance arose when, in conjunction with a weakening US housing market, concerns began to develop regarding the exposure of structured credit products to US mortgages – ‘sub-prime’ in particular (eg where the credit status of the borrower is less than ideal). Confidence in the value of such products declined and led to investors abandoning these in favour of ‘safer’ investments, and a sharp surge in the demand for liquidity followed. This resulted in a pronounced squeeze in financial markets and saw spreads rise sharply creating a sharp decline in the availability of (and a sudden increase in the cost of) loans in other words a ‘credit crunch’ the impact of which was severe volatility and reduced liquidity culminating in a sharp re-pricing of risk.

It is becoming evident that the fallout from sub-prime has begun to feed through to the broader economy with implications for many companies with the increased cost of credit. Companies with high leverage have been severely de-rated by the market and Merger & Acquisition (M&A) activity has been curtailed by the rise in the cost of debt. The market’s attention has now shifted from sub-prime to more conventional loan losses and as to whether the capital provisions of the banks are adequate to deal with the anticipated rise in bad debts. Several of the UK banks (HBOS, Royal Bank of Scotland and Barclays) have announced measures to increase capital ratios such as discounted rights issues and reduced payout ratios (dividends) and speculation is increasing that some of their European counterparts may announce similar measures in due course.

Ireland underperformed its UK and European peers over the twelve months, largely due to its concentration in financial and construction stocks which performed poorly over the period combined with a notable absence of mining and utility companies which internationally have been amongst the better performers. In addition to the credit crunch being experienced by markets globally, Ireland has had to contend with its own domestic issues where the housing market has come under severe pressure, the government deficit has increased significantly, unemployment is rising and GDP growth has been revised downwards by a significant margin. In fact, the ESRI (Economic and Social Research Institute) are forecasting that the economy will contract in size by 0.4 per cent in the calendar year 2008 after growing by 4.5 per cent in 2007.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

Inflationary risk has increased over the year, exacerbated by the movement in oil with prices reaching a record US\$143.67 a barrel in June on geopolitical concerns. Following a series of rate cuts by the US Federal Reserve (amounting to a cumulative reduction of 325 basis points (bps) and the UK Monetary Policy Committee (MPC) (cumulative 75bps) and a period of stable interest rates by the ECB to the end of June, it is anticipated that the next movement across all of these regions will be upwards. The ECB has recently lifted its rate by 25bps (on 3 July) as the rate of inflation rose to 4% in June, reaching a sixteen year high and exceeding the central bank's 2% target rate for the 10th consecutive month.

The Euro strengthened considerably versus both the dollar and sterling over the financial year. The appreciation versus sterling of approximately 17.5% impacted negatively in terms of both capital value and income (when sterling dividends are converted back into euro). Euro strength versus the US dollar over the period (16.7%) had less impact on the portfolio with minimum exposure to US equities, although has implications in terms of reduced export competitiveness for European companies.

KEY CHANGES TO THE PORTFOLIO

The gradual transition from Ireland into other markets (with a focus on Continental Europe) was put on hold over the period due to the dramatic share price decline in Irish financials. These holdings will remain under review and the strategy will be resumed when valuations are restored to more attractive levels or at an earlier date if deemed appropriate. The Irish banks remain a key source of income for the Fund, and their dividend cover remains intact, although minimal increases, if any, are expected over the coming years.

A number of European holdings were added to over the period including Continental (German tyre manufacturer), Eni (Italian Oil major), Deutsche Euroshop (German property) and Roche (Swiss pharmaceutical company). A number of bonds were also purchased for the Fund partially to replace fixed interest stocks being redeemed and partially from the cash position previously earmarked for investment in fixed interest. The proportion of the Fund invested in cash and fixed interest as at 30 June 2008 was 24%, with the remaining 76% invested in equities as shown in the chart under Trust Asset Distribution.

The Fund sold its holdings in tobacco stocks early in the financial year in order to comply with the Representative Body's revised Socially Responsible Investment (SRI) statement.

PERFORMANCE

During the period under review, the capital value of a unit in the Trust fell by 33.8% while the total return (capital and income) was -30.1%.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

Annualised Total returns:

Benchmarks:	1 year	3 years	5 years	10 years
ISEQ Overall	-42.3%	-5.0%	6.5%	2.3 %
ISEQ Financial	-56.1%	-17.4%	-1.9%	1.6%
FTSE 100 (in €)	-24.5%	1.4%	7.9 %	0.9%
DJ Eurostoxx 50	-22.4%	5.3%	10.3%	2.5%
ISEQ Bond Index Total	2.7%	0.5%	2.9%	n/a
RB General Unit Trust (RI)	-30.1%	-2.4%	6.3%	4.0%

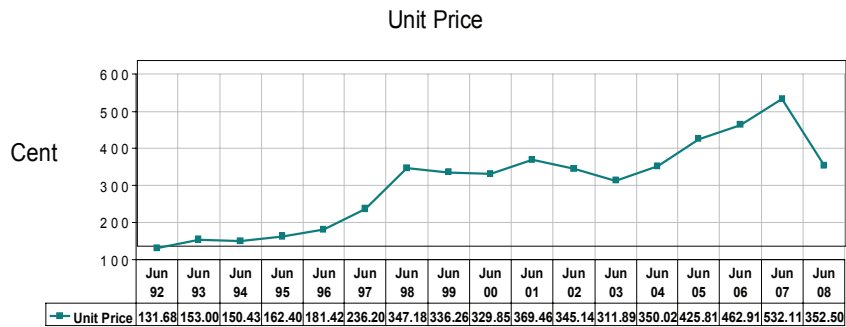
The Fund's weighting in financials detracted from performance particularly in Ireland with Bank of Ireland and Allied Irish Banks falling by 63% and 52% in capital terms respectively over the period. UK banks also underperformed falling by 50% in euro terms as against the FTSE 100 at 27%.

UK housebuilders and real estate stocks (eg Land Securities) also detracted from performance as did Irish construction stocks Grafton, Abbey and CRH which saw price declines of 64%, 62% and 49% respectively.

On a positive note resource stocks performed strongly. Mining companies Rio Tinto and BHP Billiton saw significant capital gains as did UK gas company BG which rose by 36% (in euro terms) over the period. In addition utility companies (to which the Fund has a reasonable exposure) held up relatively well and the Fund was underweight in automobile and airline stocks which performed very poorly.

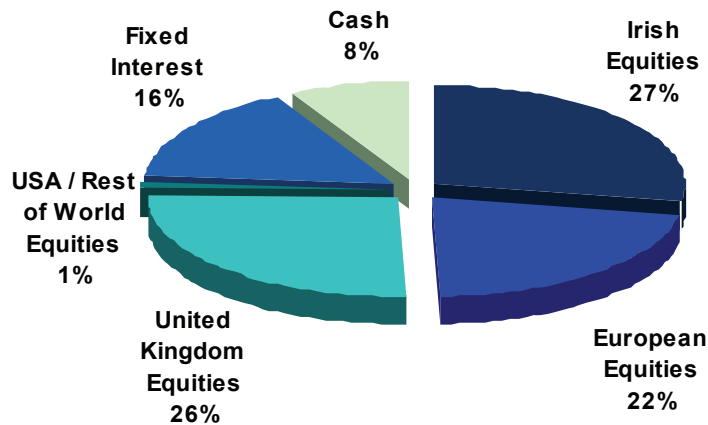
While the performance is disappointing the Fund adopts a longer term view and the commitment to investing in quality companies with strong balance sheets and committed management teams should provide security in these turbulent markets. The longer term capital performance of the Fund remains intact and the historic price of a unit is detailed in the chart below for information.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER'S REPORT
YEAR ENDED 30 JUNE 2008



TRUST ASSET DISTRIBUTION

The investment profile in terms of geographic distribution of the assets (by value) at 30 June 2008 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account was €182,949,341. Of this figure, the value of euro denominated securities (including some International securities) and cash held by the Trust was €125,515,702 or 69% of the total value of the Fund.

The value of the UK holdings (denominated in sterling) including sterling cash was £45,498,929 (31% of the Fund). The closing exchange rate was €/Stg 0.7922 (2007, 0.674).

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

The ten largest equity holdings at 30 June 2008 were:

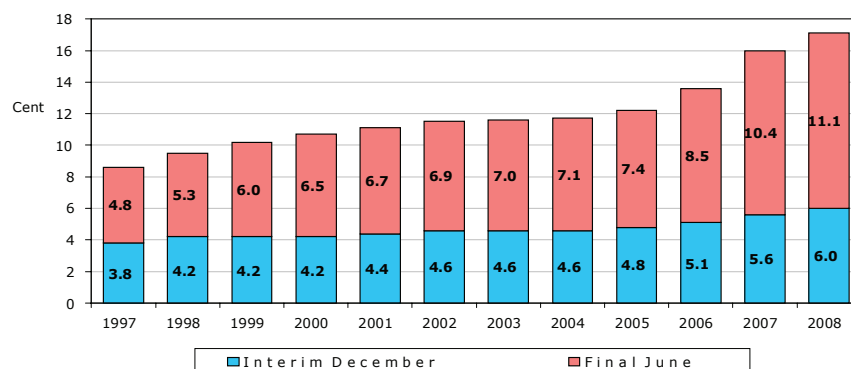
	% of Fund		% of Fund
Allied Irish Banks	7.8	Anglo Irish Bank	3.1
Bank of Ireland	5.8	BHP Billiton	2.3
Total	4.3	ENI	2.2
CRH	3.8	BG Group	2.1
E.On	3.5	Royal Dutch Shell	1.9

INCOME DISTRIBUTION TO UNIT HOLDERS

The Trust increased its interim distribution from 5.6 cent to 6.0 cent and its final distribution from 10.4 cent to 11.1 cent giving a total distribution of 17.1 cent per unit for the financial year ended 30 June 2008, an increase of 6.9 % over the previous year. This increase marks the fourteenth consecutive year in which the Fund has increased its annual dividend to unit holders and a cumulative increase of 99% over the past 12 years as seen in the chart below.

Income Distributions (1997 – 2008)

Financial Year-end 30 June



With 31% of the Fund invested in sterling assets (including 26% in UK equities), sharp adverse movements in the €/stg exchange rate, such as those seen over the period, have a negative impact on Fund income (as well as capital performance). Corporate earnings also came under pressure in the year with some companies in the UK and Continental Europe reducing their dividends to shareholders and others paring back the level of dividend growth. It is envisaged that there will be a further earnings decline within the

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

financial and construction sectors (UK housebuilders in particular) although there is somewhat more optimism for the overall market. It is hoped that the Fund's focus on blue chip companies with strong balance sheets and management teams that are committed to shareholder value should provide some security of income.

The Fund's income distribution policy and the level of the Dividend Equalisation Reserve were reviewed in detail during the year. Taking into account the more subdued earnings climate anticipated over the coming 2-3 years, the Trustee agreed to take a longer term horizon for the payment of income to unit holders. The cap on the dividend equalisation reserve (previously set at 25% of net distributions paid to unit holders in any year) will be allowed to fluctuate under this approach in order to seek to facilitate a policy of at least maintaining annual distributions to unit holders over the next 2-3 years. The review also analysed the sensitivities of the Reserve to any changes in corporate dividend forecasts and/or changes to the distribution rates. Income estimates, projections, distribution levels and the balance on the Reserve will be monitored on an annual basis and the Fund's income distribution policy will be amended as required.

The fund manager, in conjunction with the Trustee, is conscious of the increasing demands of parishes etc in terms of expenditure and seeks at least to maintain dividends into the future.

Exceptional income of circa €1m was received during the financial year, including the receipt of approximately €750,000 due to a third Bank of Ireland dividend being declared in the accounting period. At this stage, the assumption is that only one Bank of Ireland dividend will be received in the coming financial year (2008/09). Accordingly, a sum of €1,014,490 was transferred to the dividend equalisation reserve as at 30 June 2008. The balance on the Reserve at the financial year end was €3,132,770.

The distribution yield to unit holders at the financial year-end was 4.8% (from 3.0% in 2007).

INPUTS INTO FUND

There was a net input of €217,453 for the twelve months reflecting new cash into the Fund after redemptions of €1.5m.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

OUTLOOK

With the immediate economic outlook remaining fragile one has to remain cautious on equity markets. Although it is envisaged that there will be a period of lower earnings growth it is believed that there are an increasing number of opportunities beginning to emerge and that some stocks have been oversold. Companies with strong balance sheets that have the capability to weather the storm and where dividends are likely to grow over the medium to longer term will be sought.

Despite a cautious outlook, the portfolio is well positioned by holding sound businesses with strong management teams.

PM TALBOT
Head of Investments
28 July 2008

Addendum to the Investment Manager's Report (dated 28 July 2008) for the year ended 30 June 2008

Subsequent to writing the report the global economic and financial landscape has changed considerably with the FTSE All-World Index falling by circa 36% (-25% in Euro terms). There has been significant government intervention in global financial markets resulting in a number of banks becoming part-nationalised. Indeed the details of certain government initiatives, including that of the Irish government, have yet to be fully disclosed, and therefore the full impact on future corporate earnings and dividends remains unclear. This may affect the Trust given its historically overweight position in Irish financials.

Where governments have taken stakes in individual companies, this would appear to have impacted these organisations' discretion over dividend policy with the result that dividends may be reduced or omitted. The fallout from the financial turmoil and in particular the restrictions on credit availability will also impact the earnings of non-financial companies. Ultimately, this may lead to revised adjustments to the distribution level of the Trust going forward.

PM TALBOT
Head of Investments
15 October 2008

The Representative Church Body – Report 2009

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2008

	30-Jun-08 €	30-Jun-07 €
Income	10,303	9,087
Expenses	(1)	(3)
Net income	10,302	9,084
Net (losses)/gains on investment activities		
- Net realised gains	3,704	7,052
- Net change in unrealised (losses) / gains on euro investments	(74,372)	20,922
- Net change in unrealised (losses) / gains on sterling investments	(10,884)	5,852
- Net change in currency exchange (losses) / gains	(11,564)	1,739
Total return of the financial year	(82,814)	44,649
Distributions	(9,287)	(8,730)
Net (decrease)/increase in net assets from investment activities	(92,101)	35,919
Transfer (to) dividend equalisation reserve	(1,015)	(354)
Transfer of realised (gains to) trust capital account	(3,704)	(7,052)
Transfer of unrealised losses from / (gains to) trust capital account	85,256	(26,774)
Transfer of unrealised exchange losses from / (gains to) trust capital account	11,564	(1,739)
	-	-

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date: 22 October 2008

The Representative Church Body – Report 2009

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

BALANCE SHEET AS AT 30 JUNE 2008

	30-Jun-08	30-Jun-07
	€	€
Investments	168,730	256,811
Current assets		
Debtors	1,194	2,214
Cash at bank	16,239	19,104
	<u>17,433</u>	<u>21,318</u>
Current liabilities		
Creditors (amounts falling due within one year)	(81)	(163)
	<u>(81)</u>	<u>(163)</u>
Net current assets	<u>17,352</u>	<u>21,155</u>
Total assets	<u>186,082</u>	<u>277,966</u>
Trust capital fund	<u>186,082</u>	<u>277,966</u>

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date:

22 October 2008

The Representative Church Body – Report 2009

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

STATEMENT OF CHANGES IN NET ASSETS

	30-Jun-08	30-Jun-07
	€	€
Net income	10,302	9,084
Net (losses) / gains on investment activities	(81,552)	33,826
Net (losses) / gains on currency movements	(11,564)	1,739
Total return for the financial year	(82,814)	44,649
Distributions	(9,287)	(8,730)
Proceeds from units issued	1,721	4,289
Cost of units redeemed	(1,504)	(1,253)
Net (decrease) / increase in net assets from unit transactions	(91,884)	38,955
Net assets		
At beginning of year	277,966	239,011
At end of year	186,082	277,966

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date:

22 October 2008

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

FUND OBJECTIVES

The objectives of the Fund are (i) to maintain a balanced spread of investments in UK equities and fixed interest stocks, and (ii) to generate a stable income base and, over the longer term, to seek to provide an increasing income stream with capital appreciation.

MARKET REVIEW

It was a difficult twelve months for global equity markets with most major markets posting double digit declines over the period. The initial catalyst for this poor performance arose when, in conjunction with a weakening US housing market, concerns began to develop regarding the exposure of structured credit products to US mortgages – ‘sub-prime’ in particular (eg where the credit status of the borrower is less than ideal). Confidence in the value of such products declined and led to investors abandoning these in favour of ‘safer’ investments, and a sharp surge in the demand for liquidity followed. This resulted in a pronounced squeeze in financial markets and saw spreads rise sharply creating a sharp decline in the availability of (and a sudden increase in the cost of) loans in other words a ‘credit crunch’ the impact of which was severe volatility and reduced liquidity culminating in a sharp re-pricing of risk.

It is becoming evident that the fallout from sub-prime has begun to feed through to the broader economy with implications for many companies with the increased cost of credit. Companies with high leverage have been severely de-rated by the market and Merger & Acquisition (M&A) activity has been curtailed by the rise in the cost of debt. The market’s attention has now shifted from sub-prime to more conventional loan losses and as to whether the capital provisions of the banks are adequate to deal with the anticipated rise in bad debts. Despite several of the UK banks (Royal Bank of Scotland, Barclays and HBOS) announcing measures to increase capital ratios such as discounted rights issues and reduced payout ratios (dividends), share prices in this sector have continued to decline.

The UK Monetary Policy Committee reduced interest rates on three occasions (cumulative 75 basis points) during the year in an attempt to restore liquidity and cushion the slowdown in the UK economy. However, increasing inflationary risk (exacerbated by the movement in oil with prices reaching a record US\$143.67 a barrel in June (subsequently fallen after year-end) on geopolitical concerns makes it likely that the next movement in interest rates is likely to be upwards.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

KEY CHANGES TO PORTFOLIO

A number of holdings were added to over the period including utility companies United Utilities and Scottish & Southern Energy. Bonds were also purchased for the Fund partially to replace fixed interest stocks being redeemed and partially from the cash position previously earmarked for investment in this asset class.

The Fund sold its holdings in tobacco stocks early in the financial year in order to comply with the Representative Body's revised Socially Responsible Investment (SRI) statement.

The Fund had a small exposure to Northern Rock (the UK bank that became a casualty of the credit crisis although the shares in the portfolio were sold when the company sought emergency funding from the Bank of England).

PERFORMANCE

Over the period under review the capital value of a unit in the Trust fell from £2.927 to £2.459 which represents a decline of 16.0%. The total return (capital and income) was -12.0%.

Annualised Total returns:

Benchmarks:	1 year	3 years	5 years	10 years
FTSE 100	-11.6%	6.9%	10.7%	2.8%
FTSE All UK Gilts	6.2%	2.3%	3.5%	n/a
RB General Unit Trust (NI)	-12.1%	7.3%	11.8%	6.5%

Financial stocks were the main detractors from performance as the sector was hit by the credit crisis with the FTSE All-Share Banks Index falling by 42% over the period as opposed to the broader All-Share Index which fell by 16% and the FTSE 100 which fell by 11.6%. Housebuilders and real estate stocks also came under pressure with further earnings revisions expected in the coming year (2008/09).

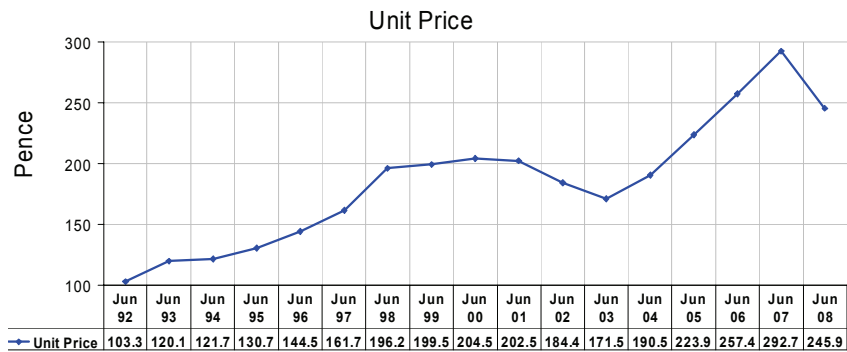
On a positive note resource stocks performed strongly. Mining companies Rio Tinto and BHP Billiton saw significant capital gains as did UK gas company BG which rose by 59% over the period. In addition utility companies (to which the Fund has a reasonable exposure) held up relatively well and the Fund had minimal exposure to automobile and airline stocks which performed very poorly.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

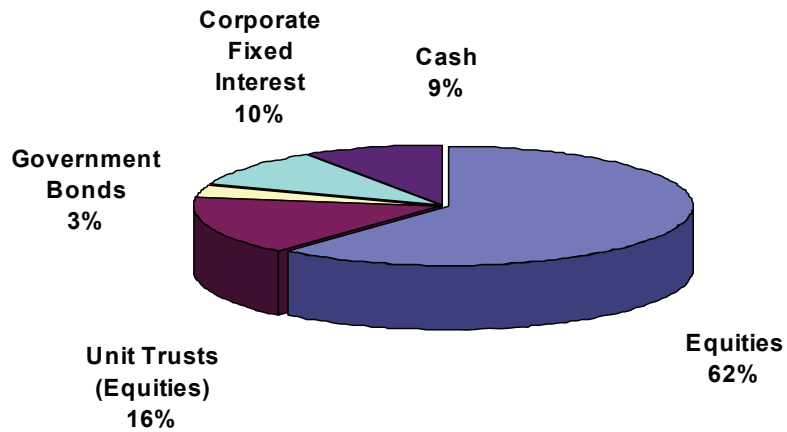
YEAR ENDED 30 JUNE 2008

The Fund adopts a longer term view for investment and is committed to investing in quality companies with strong balance sheets and management teams which should provide security in these turbulent markets. The longer term capital performance of the Fund and the historic price of a unit is detailed in the chart below for information.



TRUST ASSET DISTRIBUTION

The investment profile in terms of distribution of assets (by value) at 30 June 2008 is displayed in the following chart:



THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

The market value of the investments, including the value of the capital deposit account was £28,861,785 at 30 June 2008.

The ten largest equity holdings at 30 June 2008 were:

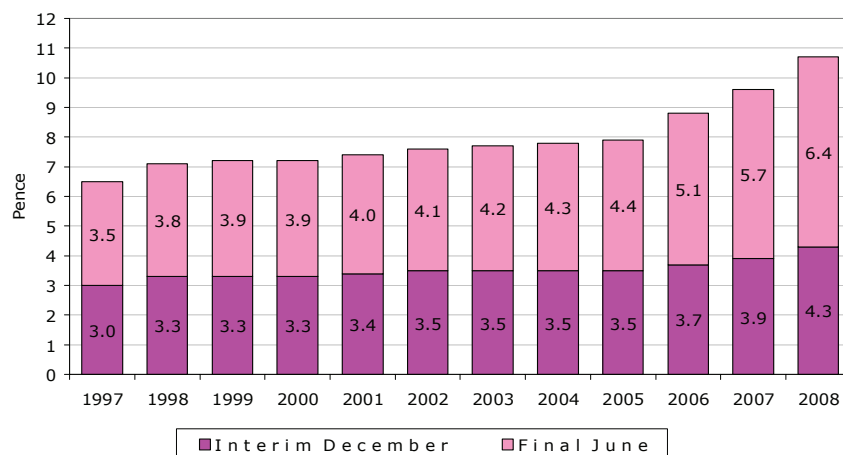
	% of Fund		% of Fund
M&G Dividend Fund	12.7	GlaxoSmithKline	3.3
BHP Billiton	6.4	Scottish & Southern Energy	2.7
BG Group	4.5	Amec	2.6
BP	4.0	Alliance Trust	2.4
Royal Dutch Shell	3.5	Diageo	2.2

INCOME DISTRIBUTION TO UNIT HOLDERS

The Trust increased its interim distribution from 3.9 pence to 4.3 pence and its final distribution from 5.7 pence to 6.4 pence giving a total distribution of 10.7 pence per unit for the financial year ended 30 June 2008, an increase of 11.5% over the previous year. This increase marks the eighth consecutive year in which the Fund has increased its annual dividend to unit holders and a cumulative increase of 65% over the past 12 years as seen in the chart below.

Income Distributions (1997 – 2008)

Financial Year-end 30 June



THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

The UK economy has come under pressure with consumer confidence in particular impacted by the deterioration in the housing market and rising inflation. Corporate earnings also came under pressure in the year with some companies (financial stocks in particular) reducing their dividends to shareholders and others paring back the level of dividend growth. It is envisaged that there will be a further earnings decline within the financial and construction sectors (UK housebuilders in particular) although there is somewhat more optimism for the overall market. It is hoped that the Fund's focus on blue chip companies with strong balance sheets and management teams that are committed to shareholder value should provide some security of income.

The Fund's income distribution policy and the level of the Dividend Equalisation Reserve were reviewed in detail during the year. Taking into account the more subdued earnings climate anticipated over the coming 2-3 years, the Trustee agreed to take a longer term horizon for the payment of income to unit holders. The cap on the dividend equalisation reserve (previously set at 25% of net distributions paid to unit holders in any year) will be allowed to fluctuate under this approach in order to seek to facilitate a policy of at least maintaining annual distributions to unit holders over the next 2-3 years. The review also analysed the sensitivities of the Reserve to any changes in corporate dividend forecasts and/or changes to the distribution rates. Income estimates, projections, distribution levels and the balance on the Reserve will be monitored on an annual basis and the Fund's income distribution policy will be amended as required.

The fund manager, in conjunction with the Trustee, is conscious of the increasing demands of parishes etc in terms of expenditure and seeks at least to maintain dividends into the future.

Exceptional income of circa £24,000 was received during the financial year relating to cash offers for utilities and sales of tobacco stocks where the proceeds were not fully re-invested. A sum of £51,746 was transferred to the dividend equalisation reserve as at 30 June 2008 and the balance on the Reserve at the financial year end was £360,616.

The distribution yield to unit holders at the financial year-end was 4.3% (from 3.3% in 2007).

INPUT INTO FUND

There was a net input of £80,110 for the twelve months reflecting new cash into the Fund after redemptions of £375,710.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2008

OUTLOOK

With the immediate economic outlook remaining fragile one has to remain cautious on equity markets. Although it is envisaged that there will be a period of lower earnings growth it is believed that there are an increasing number of opportunities beginning to emerge and that some stocks have been oversold. Companies with strong balance sheets that have the capability to weather the storm and where dividends are likely to grow over the medium to longer term will be sought.

Despite a cautious outlook, the portfolio is well positioned by holding sound businesses with strong management teams.

PM TALBOT
Head of Investments
28 July 2008

Addendum to the Investment Manager's Report (dated 28 July 2008) for the year ended 30 June 2008

Subsequent to writing the report the global economic and financial landscape has changed considerably with the FTSE All-World Index falling by circa 36% (-25% in Sterling terms). There has been significant government intervention in global financial markets resulting in a number of banks becoming part-nationalised. Indeed the details of certain government initiatives, including that of the UK government, have yet to be finalised, and therefore the full impact on future corporate earnings and dividends remains unclear.

Where governments have taken stakes in individual companies, this would appear to have impacted these organisations' discretion over dividend policy with the result that dividends may be reduced or omitted. The fallout from the financial turmoil and in particular the restrictions on credit availability will also impact the earnings of non-financial companies. Ultimately, this may lead to revised adjustments to the distribution level of the Trust going forward.

PM TALBOT
Head of Investments
15 October 2008

The Representative Church Body – Report 2009

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

STATEMENT OF TOTAL RETURN

	30-Jun-08 £	30-Jun-07 £
Income	1,373	1,231
Expenses	(2)	(2)
Net income	<u>1,371</u>	<u>1,229</u>
Net (losses)/gains on investment activities		
- Net realised gains	832	1,738
- Net change in unrealised (losses)/gains	(6,327)	2,369
Total return for the financial year	<u>(4,124)</u>	<u>5,336</u>
Distributions	<u>(1,320)</u>	<u>(1,185)</u>
Net (decrease)/increase in net assets from investment activities	(5,444)	4,151
Transfer (to) dividend equalisation reserve	(51)	(44)
Transfer of realised (gains to) trust capital account	(832)	(1,738)
Transfer of unrealised losses from/(gains to) trust capital account	<u>6,327</u>	<u>(2,369)</u>
	<u>-</u>	<u>-</u>

Signed on behalf of the Trustee:

S Gamble

R Neill

Date:

22 October 2008

The Representative Church Body – Report 2009

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

BALANCE SHEET AS AT 30 JUNE 2008

	30-Jun-08 £	30-Jun-07 £
Investments	26,182	32,015
Current assets		
Debtors	125	553
Cash at bank	2,916	2,017
	<u>3,041</u>	<u>2,570</u>
Current liabilities		
Creditors (amounts falling due within 1 year)	1	-
	<u>1</u>	<u>-</u>
Net current assets	3,040	2,570
Total fund net assets	<u>29,222</u>	<u>34,586</u>
Trust capital fund	<u>29,222</u>	<u>34,586</u>

Signed on behalf of the Trustee:

S Gamble

R Neill

Date:

22 October 2008

The Representative Church Body – Report 2009

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

STATEMENT OF CHANGES IN NET ASSETS

	30-Jun-08 £	30-Jun-07 £
Net income	1,371	1,229
Net (losses)/gains on investment activities	<u>(5,495)</u>	<u>4,107</u>
Total return for the financial year	(4,124)	5,336
Distributions	(1,320)	(1,185)
Proceeds from units issued	456	537
Cost of units redeemed	<u>(376)</u>	<u>(67)</u>
Net (decrease)/increase in net assets from unit transactions	(5,364)	4,621
Net assets		
At beginning of year	<u>34,586</u>	<u>29,965</u>
At end of year	<u><u>29,222</u></u>	<u><u>34,586</u></u>

Signed on behalf of the Trustee:

S Gamble

R Neill

Date:

22 October 2008

APPENDIX E

SOCIALLY RESPONSIBLE INVESTMENT

**ANNUAL REVIEW AND REPORT OF THE INVESTMENT COMMITTEE
TO THE REPRESENTATIVE CHURCH BODY (DECEMBER 2008)**

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 manufactures pornographic products. In addition, investment is to be avoided in companies where a material share of revenue is derived from the manufacture of tobacco products, end weapons, or cosmetic products which have been tested on animals. End weapons refer to finished products that are designed to kill, maim or destroy and are sold exclusively for military uses.

The RCB remains sensitive to the issues of Environmental Damage and Human Rights 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.

The Representative Church Body – Report 2009

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.

The Representative Church Body – Report 2009

APPENDIX F

CHURCH FABRIC FUND – GRANTS ALLOCATED DURING 2008

Diocese	Church	Amount	
		£	€
Armagh	Ballyeglish	18,000	
	Donaghmore Upper	9,000	
Clogher	Trory	5,500	
Derry	Urney	15,750	
Raphoe	Lettermacaward		1,100
	Newtowncunningham		18,000
	Taughboyne		6,000
	Tullyaughnish		6,500
Dromore	Moira	12,200	
Connor	Belfast, St George	5,500	
	Whitehouse	17,500	
Kilmore	Cloonclare		8,800
	Kilmore Cathedral		10,750
	Shercock		300
Elphin	Lissadell		900
	Roscommon		3,000
Ardagh	Killashee		5,000
Killala	Skreen		7,850
Dublin	St Stephen's		18,000
Glendalough	Conary		9,750
	Donoughmore		9,000
Meath	Slane		6,000
Waterford	Killea		4,750
Lismore	Lismore Cathedral		30,500
Ossory	Aghour		18,000
	Kilkenny Cathedral		20,000
Ferns	Ferns Cathedral		2,250
Killaloe	Killaloe Cathedral		6,100
		83,450	192,550

APPENDIX G

**ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE
REPRESENTATIVE CHURCH BODY LIBRARY, 2008**

The inclusion of material in this list does not necessarily imply that it is available to researchers.

1. ARCHIVES

(i) Parish Records

Athlone (Meath)

Athlone: marriage reg, school minutes, 1957-2008
Benown: marriage reg, 1959-2002
Clonmacnoise: marriage reg, preachers' bk, 1944-2006
Forgney: marriage reg, 1958-2007
Kilcleagh: marriage reg, 1957-2006.

Aughaval (Tuam)

Achill: marriage reg, 1967-99
Aughaval: marriage reg, 1963-2007
Castlebar: marriage reg, 1960-2007
Knappagh: marriage reg, 1957-78
Turlough: marriage reg, 1973-2007.

Aughrim (Clonfert)

Aughrim: vestry bks, 1811-1930.

Bandon (Cork)

Ballinadee: regs, 1845-2007
Brinny: regs, 1846-2008
Innishannon: marriage regs, 1846-2007
Knockavilly: marriage reg, 1845-81.

Boosterstown (Dublin)

Boosterstown: vestry bks, 1990-2000.

Christ Church Cathedral Group (Dublin)

St Andrew: legal papers, 1954
St Bride: parish census, 1830.

Clontarf (Dublin)

Clontarf: W.W.I roll of honour.

The Representative Church Body – Report 2009

Cloonclare (Kilmore)

Cloonclare: regs, 1816-2008
Druncohill: baptismal reg, 1855-76
Drumlease: regs, 1827-2008
Killasnet – Glenlough: regs, 1846-2005
Killasnet – Lurganboy: regs, 1862-2008
Killenumery: regs, 1845-1989.

Delgany (Glendalough)

Delgany: marriage reg, 1993-2006.

Donacavey (Clogher)

Barr: regs, reg of vestrymen, preachers' bks, 1843-2001
Donacavey: regs, vestry bks, reg of vestrymen, accounts, preachers' bks,
confirmation reg, SS records, annual reports, architectural drawings, 1779-2000.

Drumcliffe (Killaloe)

Kilfinaghty: papers re. church building, 1988-89.

Killaloe (Killaloe)

Clonlara: marriage reg, 1989-2002
Inniscaltra: marriage reg, 1964-2003
Killaloe: marriage reg, 1962-2007
Stradbally: marriage reg, 1958-2006
Tuamgraney: marriage reg, 1965-93.

Killeshin (Leighlin)

Cloydagh: regs, 1876-2008
Killaban-Castletown: regs, 1927-2008
Killaban-Mayo: marriage reg, 1958-2004
Killeshin: regs, 1881-2008.

Leighlin (Leighlin)

Gowran: accounts, 1870-1950
Grange Sylvae: vestry bk, preachers' bks, 1875-1998
Old Leighlin: preachers' bks, 1878-1968
Shankill: preachers' bks, 1900-44
Wells: preachers' bks, 1851-1946.

Leixlip (Glendalough)

Leixlip & Lucan: parish magazines, 1979-2002.

Malahide (Dublin)

Malahide: preachers' bk, 2003-07.

The Representative Church Body – Report 2009

Rathdrum (Glendalough)

Derralossory: marriage reg, 1958-2006

Gleneally: marriage reg, 1959-2005

Rathdrum: marriage reg, 1961-2006.

St Ann (Dublin)

St Ann: regs, preachers' bks, confirmation reg, banns, papers, 1722-2007.

Taney (Dublin)

Taney: marriage reg, reg of banns, preachers' bk, 1959-2006

St Nahi: preachers' bks, 1951-2007.

Tullow (Dublin)

Tullow: accounts 1897-1942.

(ii) Cathedral Records

Christ Church, Dublin: marriage regs, regs of vestrymen, 1948-2005.

St Lasarian, Leighlin: minutes & register of Friends, visitors' bk, 1944-74.

St Patrick, Dublin: map of lands of the vicars choral, 1714.

(iii) General Synod Records

Bishops' Appeal: minutes, 2005-07

From Mr M O'Connor, Church of Ireland House, Dublin.

Church of Ireland Press Office: papers, press releases, statements, newscuttings,

DVDs, videos and cassettes, 1958-2001

From Church of Ireland House, Dublin.

2. MANUSCRIPTS

Bartlett, Rev Canon JR: sermons, 2008

From Rev Canon JR Bartlett, Dalkey.

Byrne, Rev RH: papers, photocopies, presscuttings & printed material rel. to
parishes in Meath and Kildare, 20-21st cent.

Olden family: sermons, papers, photographs, scrapbooks, 19-20th cent.

Stopford, Edward, bp of Meath: manuscripts, photographs, miniatures, printed
material, 19-20th cent.

From Rev RH Byrne, Dublin.

The Representative Church Body – Report 2009

Crawford, Rev Canon JWR: sermons & papers, 1971-2008

Elrington, Thomas, bp of Ferns: letter, 1827

Lord Castlereagh: letter, 1818

Lord Delvin: letter, 1728

Thomas Wildridge's Charity: accounts, 1923-24

Walsh, William Pakenham, bp of Ossory: letter, 1886

From Rev Canon JWR Crawford, Dublin.

Day (née Langrishe), Cecily: scrapbook of presscuttings rel. to Co. Kilkenny & the Church of Ireland, 1910-37

From the Palace, Kilkenny.

Dr Durdin's Charity: minutes & accounts, 1953-2007

From Rev Canon NG McEndoo, Dublin.

Dublin & Glendalough Clergy Wives & Widows Group: minutes bk, 1995-2007

From Mrs A Whyte, Greystones.

Hamilton family, Dublin: genealogical information in family bible, 1853-75

From Mrs O Briggs, Dublin.

Kildare & West Glendalough Clerical Society: minute bk, 1946-72

From Very CA Faull, Lucan.

MacCarthy, Very Rev RB: corrsp., 1976-77

From Very Rev RB MacCarthy, Dublin.

Nicholson, Rev BTW: music for use in Athdown church, c.1927-55

From Ms Elaine Gordon, Cork.

Owen, Rev Edwin: act of institution to Tuamgraney, 1963

From Very Rev SR White, Killaloe.

Percy, Thomas, bp of Dromore: biography, c. 1820

Reeves, William, bp of Down & Connor: letter, 1890

Whatley, Richard, abp of Dublin: letter, 1849

From Humber Books, England.

Paterson, Very Rev JTF: sermons & papers

From Mrs P Paterson, Howth.

Powell, Rev John: letter of deacons orders & mandate to induct to Lea parish, 1816 & 1834

From Mr S Powell, Birr.

The Representative Church Body – Report 2009

Rankin, JF: research papers rel. to his work on Irish church history, 20th cent.
From Mr JF Rankin, Ballylesson.

Reede, Very Rev SW: papers, sermons & notes, 1924-2005
From Mr C Reede, Dublin.

Scrapbook of presscuttings & ephemera rel. to Irish church life, 20th cent.
From Rt Rev RA Warke, Kildare.

Sheppard, Rev Canon PAG: Div. Test, letters of orders, acts of institution, 1931-60
From Mrs E Sheppard, Schull.

St Matthew, Belfast: copy deeds & papers rel. to the establishment of the parish,
1869
From Mrs L Dowding, New Zealand.

3. PHOTOGRAPHS

Day, Cecily: album of photographs, 1923-37
From the Palace, Kilkenny.

Kilmore, Elphin & Ardagh: photographs of churches, 2007
Tuam, Killala & Achonry: photographs of churches, 2007
From Rev Canon DWT Crooks, Taughboyne.

4. PHOTOCOPIES

Pakenham, Henry, dean of St Patrick's: letter to, 1850
Trench, Power Le Power, abb of Tuam: letter from, 1828
From Rev Canon JWR Crawford, Dublin.

Synge, Edward, bp of Raphoe: letters, 1703-17
From Mr G Nanten, Dublin.

The Representative Church Body – Report 2009

APPENDIX H

**FUNDS RECEIVED
BY THE
REPRESENTATIVE CHURCH BODY IN 2008
FOR
PAROCHIAL AND DIOCESAN ENDOWMENT ETC**

	€	£
Anonymous Donation Shinrone (Killaloe) (addition)	5,000.00	
Anonymous Endowments Portadown St Saviour (Armagh)		1,200.00
Ardill, Edward	1,270.00	
Bleakley, Thomas		900.00
Boddy (Mohill), Margaret	2,000.00	
Breakey, Gertrude E	4,000.00	
Brooks, Jane E		5,616.53
Chapman MS & MF (addition)	7,456.84	
Chavasse, Iris Claire	5,000.00	
Church Education Society for Ireland (addition)	20,000.00	
Clarke, George	2,000.00	
Clarke, Rosemary	500.00	
Corscadden, Elizabeth	500.00	
Cox, Joseph & Oliva (addition)	100.00	
Cunningham, Canon & Mrs RS	5,009.35	2,000.00
Deane, Tommie	1,500.00	
Dickson, JH		200.00
Dundas, MR		2,200.00
Dunlop, EJ		250.00
Evans, Gordon	1,222.73	
Ewart, Mrs ME (addition)		10,123.41
Fields, Anna Hartley		1,000.00
Gem, Joan (addition)	1,000.00	
Glass, William		50,000.00
Glendinning, JF		730.00
Gordon, Francis Ewart	112,083.88	
Gordon, WJ		1,000.00
Graham, Percy		735.00
Graham, William		1,000.00
Griffith, Elizabeth E	500.00	
Hamilton, Harriett Caroline		500.00
Harte, WM		150.00
Hoey, Roy		1,000.00
Jackson, J		200.00
Jackson, Miss NA	1,533.00	
Johnston, Miss Martha	1,000.00	
Keatley, Eileen	600.00	

The Representative Church Body – Report 2009

	€	£
Kee, William	1,000.00	
Keith, Edward	500.00	
Kerr RJL		2,000.00
Law, Martha		330.00
Lloyd, Raymond & Pearl	5,000.00	
MacGregor, Sarah	6,856.83	
Marshall, Evelyn		290.00
Maxwell, Mr & Mrs A		500.00
McCreery, Emma	567.50	
McKinney, Mrs		1,000.00
McMullan, Frederick TB		2,000.00
Millar, Shirley (addition)	30.00	
Millar, Verney (addition)	30.00	
Mothers' Union of Ireland Centenary Fund (addition)	3,000.00	
Parish Funds Donaghmore (Armagh)		13,000.00
Parish Funds Dunseverick (Connor)		2,000.00
Parish Funds Kilnaughtin (Ardfert)	10,220.00	
Parke, Andrew	408.00	
Parochial Funds Belfast St Nicholas (Connor) (addition)		100,000.00
Parochial Funds Shinrone (Killaloe) (addition)	255.00	
Patton, Catherine H	1,000.00	
Patton, Elizabeth	500.00	
Patton, John	750.00	
Pope, Valle & E White Memorial Bequest (addition)	6,057.76	
Preston Family		1,800.00
Preston, John	6,673.93	
Quinn, H		300.00
Robinson, Margaret		560.00
Roundtree, Cecil (addition)	100.00	
Roundtree, Violet	40.00	
Roycroft, Joseph Edward	30,000.00	
Rutherford, Rita	1,250.00	
Scott, Gertie	2,000.00	
Sheil, Beatrice Mary	2,539.48	
St Patrick's Cathedral School	8,140.00	
Tate, Margaret Lilian	635.00	
Thompson, Robert		1,000.00
Troughton, W V		2,700.00
Waller, Joseph & Sarah (addition)	250.00	
Willmott, Richard (addition)	3,000.00	
Wright, Anna	2,269.74	
Wright, William & Winifred (addition)	1,000.00	
	<u>266,349.04</u>	<u>206,284.94</u>

Church of Ireland Pensions Board – Report 2009

THE CHURCH OF IRELAND PENSIONS BOARD
REPORT FOR THE YEAR 2008

Church of Ireland Pensions Board – Report 2009

**REPORT TO THE GENERAL SYNOD 2009
AND FINANCIAL STATEMENTS FOR THE YEAR 2008**

Members/Meetings of the Board

There were (6) meetings of the Board in 2008.

Elected by the House of Bishops

Most Rev Dr JRW Neill	(6)
Right Rev WP Colton	(5)

Elected by the General Synod

Ven DS McLean	(5)
Mr WT Morrow	(5)
Canon Lady Sheil	(6)
Rev ECJ Woods	(4)
Mr LV Johnston	(3)

Elected by The Representative Church Body

Mrs JM Peters	(5)
Mr RP Willis	(3)
Mr TH Forsyth	(5)
Mr DG Perrin	(4)
Rev FJ McDowell	(5)

Chairperson – Canon Lady Sheil

Vice-Chairperson – Mr TH Forsyth

Honorary Secretary – Ven DS McLean

Honorary Consultant – Canon JLB Deane

Trustee – The Representative Church Body

Actuarial Advisers – Mercer (Ireland)

Investment Managers – Irish Life Investment Managers (from January 2008)

Assistant Secretary – Mr PM Talbot

Pensions and Welfare Officer – Mr PG Connor

Grants Committee

Canon Lady Sheil	Ven DS McLean	Mr WT Morrow
------------------	---------------	--------------

Office: Church of Ireland House
Church Avenue
Rathmines
Dublin 6

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

**REPORT OF THE BOARD OF THE CHURCH OF IRELAND
CLERGY PENSIONS FUND TO THE GENERAL SYNOD**

EXECUTIVE SUMMARY FOR THE YEAR 2008

- **Actuarial Certificate** – the Actuary is not satisfied that the current funding proposal remains on track to meet the Minimum Funding Standard by 30 September 2011. The Trustee will have to submit a revised funding proposal plan to the Irish Pensions Board to eliminate the deficit under the Minimum Funding Standard (section 13 and Appendix A).
- **Overview of Return on Fund** – the total return on the Fund for the year ended 31 December 2008 was -34.6%. Since 24 January 2008 the Fund has been managed by Irish Life Investment Managers through the use of three equity and two bond indices benchmarks.
- **New Funding Proposal to fund the deficit** – the Representative Church Body in conjunction with this Board is submitting a proposal to fund the substantial deficit in the Fund by way of increases to the annual contribution rate for members and dioceses/parishes coupled with capital injections over time (section 11).
- **Working Group reviewing legal issues** – a small working group of representatives of the RCB Executive Committee and of the Board was established to review issues concerning compliance and other statutory legal requirements. The group will continue with its work and report to General Synod in 2010 (section 14).

Church of Ireland Pensions Board – Report 2009

1. INTRODUCTION

The Church of Ireland Pensions Board administers the Church of Ireland Pensions Fund of which The Representative Church Body is the Trustee. The Board is elected triennially.

The powers and duties of the Board are, in the main, to administer the system of contributions and benefits in accordance with the principle that a proper actuarial relationship shall be maintained between the contributions payable to, and the benefits paid out of, the Fund. The Board is required to report annually to the General Synod and to ensure that the Fund is revalued at intervals of not more than three years and to report on such valuations to the General Synod.

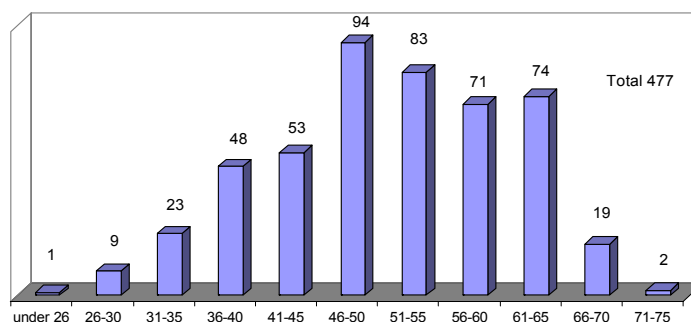
The Board may determine, on the advice of the actuary and with the approval of the Representative Body, increases in pensions in the course of payment.

2. MEMBERSHIP OF THE FUND

Contributing members 1 January 2008		485
Additions:		
	Newly ordained clergy	7
	Clergy who re-entered service	5
	Clergy who entered service from other Churches	6
	Clergy who entered service from other posts	-
	Transfer from Non-Stipendiary Ministry	1
		<u>504</u>
Deductions:		
	Clergy retired on pension	17
	Clergy who died in service	-
	Clergy who left service with entitlement to deferred benefits	10
	Clergy who left service and transferred their benefits to another fund	- (27)
Contributing members 31 December 2008		<u>477</u>

Church of Ireland Pensions Board – Report 2009

Age distribution of 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	1	9	23	48	53	94	83	71	74	19	2	477

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

3. PENSIONERS

(a) Retired Clergy

Retired clergy on pension 1 January 2008	257
Add: Retirements during the year	16
Add: Deferred, became payable during the year	1
Deduct: Ceased on death during the year	(19)
Retired clergy on pension 31 December 2008	<u>255</u>

(b) Surviving Spouses of Clergy

Surviving spouses on pension 1 January 2008	220
Add: Commenced during the year	13
Deduct: Ceased on death during the year	(17)
Surviving spouses on pension 31 December 2008	<u>216</u>

(Note: The total of 216 includes 24 widows of members who either retired or died before 1976 and 14 widows of voluntary members (see section 6))

Church of Ireland Pensions Board – Report 2009

(c) Children

Child Dependency Allowances 1 January 2008	7
Add: Commenced during the year	0
Deduct: Ceased during the year	(1)
Child Dependency Allowances 31 December 2008	<u>6</u>

4. PENSIONS IN PAYMENT

The annual rate of pensions etc in payment at 1 January 2009 are:

	€		£
Clergy	1,714,336	and	1,995,160
Surviving spouses and orphans	1,389,178	and	1,028,515
	<u>3,103,514</u>	and	<u>3,023,675</u>

5. DEFERRED PENSIONS

There are 108 clergy with entitlement to deferred benefits as at 31 December 2008.

6. INCREASES IN PENSIONS IN PAYMENT

Under the provisions of the Fund, pensions and annuities in payment at the end of each year may be increased on the following 1 January. The amount of any increase will be the percentage required by law, or such greater percentage up to 5%, as the Board on the advice of the actuary and with the approval of The Representative Church Body may determine.

For the past number of years, pensions in payment on 1 January each year have been increased by the preceding September's annualised rate of inflation in each jurisdiction (up to a maximum of 5%).

This practice has again been followed for pensions in payment on 31 December 2008 so that the increases which were applied on 1 January 2009 were 5% for those payable in sterling and 4.3% for those payable in euro, except those being paid to widows of voluntary members.¹

¹ A voluntary member is a member of the former Widows and Orphans Fund who remained a contributing member of that Fund following the inception of the Clergy Pensions Fund on 1 January 1976.

7. 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 Age² (NRA), individual members may elect to commute part of their pension;

On reaching NRA individual members may elect to commute part of their pension, whether or not they actually retire (applies to Republic of Ireland members only);

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 2008 lump sums totalling €90,837 and £297,247 became payable under the above headings in respect of 11 members as follows:

Died in service (0); died within 5 years following retirement (3); paid before NRA (0); paid at NRA (0); paid on retirement (8); deferred pension (0).

8. EXPLANATORY BOOKLET

The explanatory booklet, designed to give a broad outline of the Fund and the benefits provided, is available on request from the Assistant Secretary.

The latest revision (substantially re-written from the previous issue in 2004) incorporates recent changes in pensions legislation and regulations together with 'best practice' and was circulated to all members in November 2008. A copy will also be forwarded to each new member.

9. REGISTERED ADMINISTRATOR OF THE FUND

With effect from 1 November 2008 the trustees of every pension scheme must appoint a registered administrator to provide certain functions (e.g. the maintenance of sufficient and accurate records of members and their entitlements). The Representative Church Body, as Trustee, has been appointed registered

² Normal retirement age for all new members, including deferred members who re-entered the Fund, on or after 1 January 2009, is 67. Those members who were in the Fund on or before 31 December 2008 will have a normal retirement age of 65.

Church of Ireland Pensions Board – Report 2009

administrator as a temporary arrangement pending the finalisation of the work of the working group on various legal issues relating to the governance of the Fund. (see section 14).

10. AMENDMENTS TO SCHEME

Normal Retirement Age (NRA) – following the passing of legislation at the General Synod in 2008, NRA for members who join or re-enter the Scheme on or after 1 January 2009 will be age 67.

All contributing members in the Fund as at 31 December 2008 retain their NRA of age 65.

Early and Late Retirement Factors – these factors were amended by the General Synod in 2008 to bring them into line with the assumptions used for the actuarial valuation as on 30 September 2006 and to ensure that they are actuarially neutral to the Fund.

All members who have reached normal retirement age (age 65) before 1 January 2009 will retain the late retirement factor they have earned on the previous table or a calculation based on accrued service and the minimum approved stipend as at 31 December 2008, whichever is the greater. Calculations for service accrued after 1 January 2009 will be based on the new tables.

11. FUNDING OF THE SCHEME AND CONTRIBUTIONS

Funding proposal with the Irish Pensions Board – the actuary has confirmed in his Actuarial Certificate that he is not satisfied that the funding proposal agreed with the Irish Pensions Board is still on track in order to restore the solvency level of the Fund to 100% by 30 September 2011 (see also section 13 of the Report in relation to the Actuarial Certificate as at 31 December 2008).

Contribution Rate – the 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 currently 30.6% of Minimum Approved Stipend. This figure is made up of:

<u>Rate</u>	<u>Source</u>
5.6%	Members
16.8%	Dioceses/Parishes
8.2%	Central Funds (RCB)
30.6%	Total

New funding proposal required – in view of the content of the Actuarial Certificate as at 31 December 2008 and the anticipated outcome of the next triennial actuarial valuation of the Fund on 30 September 2009, a new funding proposal will have to be submitted to the Irish Pensions Board by 31 December 2009 for their agreement.

Church of Ireland Pensions Board – Report 2009

The Representative Church Body has developed a funding proposal which is designed to attempt to redress this serious situation and seeks to ensure that the current defined benefit plan for clergy can be maintained. It is recognised that this plan will entail some pain being borne by all parties involved in financing the Clergy Pensions Fund.

In summary, the Representative Body would be agreeable in principle to making capital transfers into the Fund at future dates in relation to currently identified past service liabilities, and that detailed proposals for any such capital transfers would be considered in due course, subject to the prevailing financial circumstances in relation to its General Funds being deemed suitable. The aggregate member and diocese/parish contribution should be increased from 22.4% per annum (5.6% and 16.8% respectively) to a full future service funding rate yet to be determined (an indicative future service funding rate is estimated at 30% of MAS).

In an initial move to fund the Scheme, the Board in conjunction with the Representative Body will bring a Bill to the 2009 General Synod, to increase the aggregate member and diocese/parish annual contribution rate to 26% (from the current 22.4%) with effect from 1 January 2010, divided between members 2% and dioceses/parishes 1.6%. At the same time the Representative Body would commit to injecting an initial amount of not less than €5m capital into the Fund.

The proposal will again be reviewed following the triennial actuarial valuation as on 30 September 2009 with a view to assessing the magnitude of the further capital injections required annually thereafter as well as the level of the annual contribution rate for the members and dioceses/parishes. Legislation may have to be brought to the General Synod over the next two to three years to give effect to any further increased contribution rates.

Following approval of this year's Bill, contribution rates from 1 January 2010 for members and dioceses/parishes would be:

<u>Rate</u>	<u>Source</u>
7.6%	Members
18.4%	Dioceses/Parishes

Triennial Actuarial Valuation Report – the next actuarial valuation will be as at 30 September 2009.

Contribution from central funds for 2009 – based on the contribution rate of 8.2%, the transfer from central funds (€578,993 and £511,106 – equivalent to €1,115,587 in 2009) is included in the recommendations to the General Synod for allocation from the Income and Expenditure Account of the Representative Church Body (see page 19). This allocation is calculated on the formula in Section 38 of Chapter XIV of the Constitution to meet escalation of pensions and more recently has been taken as part of the increased contribution level to enable the Board and the

Church of Ireland Pensions Board – Report 2009

Trustee to meet its statutory obligations under the Pensions Act and meet the Minimum Funding Standard by 30 September 2011.

12. ILL-HEALTH/INCOME PROTECTION BENEFITS

Last year the Board reported that a sub-committee had been set up to review ill-health pensions/income protection under the Fund. Following a comprehensive report from the sub-committee, the Board concluded that were an ill-health protection scheme to be put in place it would:

- be outside of the main Clergy Pensions Fund (i.e. separately insured)
- be mandatory for all members of the Fund
- involve payment of full remuneration continuing for the first six months of sick leave for any individual member of the Fund who meets the relevant illness criteria (followed by an agreed form of reduction in remuneration across all dioceses).
- be at an annual cost of approximately 2% of minimum approved stipend.

However, following discussion, the Board concluded with regret that in view of the serious strains on the Fund itself and those financing the Fund this would not be an opportune time to pursue the implementation of such an ill-health protection scheme.

13. ACTUARIAL CERTIFICATE

The Actuarial Certificate dated February 2009 is included as Appendix A to this report.

14. WORKING GROUP REVIEWING THE LEGAL ISSUES OF THE FUND

Last year, it was reported that a small working group made up of members of the RCB Executive Committee and of the Board had been set up to review issues concerning how the Fund complied with the legal requirements imposed on pension funds. This group has been supported in its work by a lawyer who specialises in pension law. While the work of this group is not yet complete, it is appropriate that General Synod receive a report on progress to-date.

As currently constituted under Chapter XIV, the RCB is both the “sponsoring employer” of the Fund, in the eyes of the Irish Pensions Board, and also the Trustee of the Fund. Legal advice has identified that various elements of Chapter XIV do not currently comply with Irish pension legislation and has questioned the current governance structure relating to the Clergy Pensions Fund. Accordingly it has been concluded that the current structure is not appropriate and proposals are being developed to establish, as Trustee of the Fund, a special purpose corporate trustee and also to develop amendments to Chapter XIV to ensure that it conforms to pension legislation. The proposed corporate trustee would be controlled by the RCB

Church of Ireland Pensions Board – Report 2009

as its parent and by the Synod in relation to any changes to its constitution. Accordingly, what will be proposed is a structural change to clarify roles and responsibilities and through which extra focus will be brought on the many and complex legal responsibilities of trustees in relation to pension funds. It is currently proposed that a minimum of five persons would be appointed by the RCB as directors of this corporate trustee company. It will be their sole responsibility to discharge the responsibility of the Trust Deed and Rules of the Fund.

As the corporate trustee will not have the capacity to discharge directly a range of its duties as prescribed by legislation, it will have the power to delegate many of these duties to committees or bodies, e.g. to the staff of Church House in relation to payment of pension and the collection of contributions, to the Investment Committee in relation to investments and it shall delegate a range of duties to the Clergy Pensions Board, largely those presently undertaken by the Board. However, as is required by law, the ultimate responsibility for all of these duties will remain with the corporate trustee and the corporate trustee will appoint the actuary to the Fund.

Chapter XIV will remain the constitutional document which will govern the Fund. However amendments are being made to elements of its wording to ensure that it will conform to the provisions that one would expect to find in a Trust Deed and Rules of a pensions scheme subject to the Pensions Act, as is the Clergy Pensions Fund. In working through the proposed revised wording of Chapter XIV, an opportunity is being taken to clarify and expand sections as appropriate, while ensuring they are consistent with the proposal to establish a corporate trustee and with pension legislation.

It is planned that details of all the proposed changes will be included in a Bill to be brought to the General Synod of 2010.

15. 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 Assistant Secretary.

16. 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 full income tax relief at the highest rate payable by the contributor.

At present 105 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 Assistant Secretary.

17. ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCs)

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 (see pages 140 to 141.)

18. FINANCIAL STATEMENTS

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

Note: The formal Financial Statements are expressed in euro for technical reasons. The Accounts of the Northern Ireland subdivision of the Fund are maintained in sterling in which currency the contributions and benefits are also paid. Since the formal Accounts are presented in euro only, changes in the relationship between euro and sterling, and the *realised* and *unrealised* gains or losses which occur as between one year and another may give a misleading impression of the comparative figures.

The following schedule illustrates the equivalent figures in sterling for contributions, investment income and benefits in relation to the Northern Ireland subdivision for 2008 and 2007 as shown in the Financial Statements. It is hoped that this schedule will be helpful in studying the accounts.

	2008	2007
	£'000	£'000
Contributions		
- Members - normal	360	323
- additional personal	49	45
- Dioceses	1,137	1,009
Representative Church Body	1	458
Investments and Short Term Income	1,323	1,323
Pensions to Retired Clergy and Bishops	1,868	1,803
Pensions to surviving spouses and orphans	1,000	971
Commutation of pensions	255	176
Death benefits	1	3

19. RESOLUTION RECOMMENDED TO THE GENERAL SYNOD

The Church of Ireland Pensions Board recommends that the following resolution be adopted by the General Synod:

‘That the Report of the Church of Ireland Pensions Board be received and adopted’.

Church of Ireland Pensions Fund – Report 2009

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2008

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
FINANCIAL STATEMENTS 2008 **PAGE 2**

CONTENTS

	PAGE
TRUSTEE'S REPORT	3
REPORT OF THE INVESTMENT MANAGER	6
REPORT OF THE INDEPENDENT AUDITORS	9
ACCOUNTING POLICIES	10
CHURCH OF IRELAND CLERGY PENSIONS FUND	
FINANCIAL STATEMENTS	11
NOTES TO THE FINANCIAL STATEMENTS	15

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

TRUSTEE'S REPORT

FINANCIAL STATEMENTS

PAGE 3

CONSTITUTION OF THE FUND

The Fund is established under Chapter XIV of the Constitution of the Church of Ireland as amended from time to time by the General Synod. The Representative Church Body is the Trustee of the Fund which is administered by the Church of Ireland Pensions Board in accordance with the provisions of Chapter XIV.

Last year, the Executive Committee established a small working group comprising members from the Executive and the Clergy Pensions Board with its prime objective that the constitution of the Clergy Pension Fund be clearly articulated and conform with Pension Legislation of the Republic of Ireland and of Northern Ireland, as appropriate. This work is not yet complete. However a progress report is included in the Report from the Clergy Pensions Board (page 110).

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, exclusive of the part relating to the Republic of Ireland, 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.

The Financial Statements are expressed in euro currency for balance sheet reporting purposes but the Fund is maintained in separate currency subdivisions.

The financial development of the Fund over the year 2008 was as follows:

	€000	€000
Contributions and other receipts		4,492
Investment income		254
Benefits paid and other expenses		<u>(6,803)</u>
Net deficit		(2,057)
Value of fund at 31 December 2007	121,279	
Currency translation adjustment	<u>(1,513)</u>	119,766
Realised/unrealised investment losses		<u>(40,464)</u>
Value of fund at 31 December 2008		<u>77,245</u>

The Representative Body, as Trustee of the Fund, is responsible for investment policy and meetings are held with the Investment Manager to review strategy and performance on a regular basis. The Investment Manager is remunerated on a fee basis calculated by reference to asset values and in accordance with formal fund management agreement between the manager and the Trustee. Management fees and attributed costs of administration are charged to the Fund by the Trustee.

Following a review in 2007, it was decided to transfer management of the assets of the Fund to Irish Life Investment Managers, and this took place on 24 January, 2008.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

TRUSTEE'S REPORT

FINANCIAL STATEMENTS

PAGE 4

The investment objectives are to maximise total returns through diversified portfolios of equity, fixed interest, property and cash investments having regard to liability restraints, cash flow, interest rate and currency movements. The Trustee reviews investment objectives to ensure that these are appropriate to the profile of the Clergy Pensions Fund.

ACTUARIAL VALUATION

The Actuary's certificate is included in the annual report of the Church of Ireland Pensions Board (page 121). The certificate states that, at 31 December 2008, the Clergy Pensions Fund was in deficit and the funding arrangements in place were unlikely to be sufficient to enable the statutory minimum funding standard to be achieved by 30 September 2011, in accordance with the plan agreed with the Irish Pensions Board.

A revised plan should be agreed with the Irish Pensions Board by 31 December 2009, subject to the outcome of the triennial actuarial valuation as at 30 September 2009. Such a plan will be required to set out the proposals of the Trustee to enable the fund to meet the statutory minimum funding standard within a timeframe acceptable to the Irish Pensions Board.

STATEMENT OF TRUSTEE'S RESPONSIBILITIES

The Representative Body is Trustee of the Church of Ireland Clergy Pensions Fund.

The financial statements are the responsibility of the Trustee. Irish pension 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 Statement of Recommended Practice - Financial Reports of Pension Schemes (revised November 2002) (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 CHURCH OF IRELAND CLERGY PENSIONS FUND
TRUSTEE'S REPORT
FINANCIAL STATEMENTS - CONTINUED **PAGE 5**

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

- contributions payable during the Plan year 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 Plan and the recommendation of the actuary.

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, including financial statements which show a true and fair view of the financial transactions of the Plan in the year under review and of the assets and liabilities at the year end, other than liabilities for pensions and other benefits payable after the year end. 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.

S Gamble
Chairman, RCB Executive Committee

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
REPORT OF IRISH LIFE INVESTMENT MANAGERS 2008
FINANCIAL STATEMENTS **PAGE 6**

REVIEW OF 2008

The last 12 months have been one of the most difficult for the global banking industry and equity markets since the 1930s. The investment landscape has changed and investors will have to adjust to a new environment which will consist of greater regulatory and government influence, particularly within the banking industry.

Global markets fell sharply throughout 2008 due to the ongoing fallout from the subprime crisis, the credit crunch, falling commodity prices and fears of a protracted global recession. The ongoing decline of the Irish stock market continued throughout the year culminating in a fall of 66.2% for the year to 31 December 2008.

Other markets also suffered significant falls with no developed world equity market delivering a positive return. In the US, Japan and Europe, markets were down - 33.7%, - 42.3% and -24.9% respectively in Euro terms. Currency movements impacted significantly on returns where in the UK, for example, the market was down -29.9% in sterling terms but -46.8% in Euro terms reflecting the weakness in sterling relative to Euro.

With output and employment indicators collapsing, central banks cut interest rates throughout the year. The most aggressive was the US Federal Reserve who cut the Federal Funds Rate from 4.25% in January to 2.0% by early May before ending the year with a target range of between zero and 0.25% in December. The UK rate was cut from 5.5% to 2.0%, with the reduction from 5.0% to 2.0% happening in the fourth quarter alone.

In the Eurozone, inflation remained above the ECB target rate of “near but below 2%” for the majority of the year, reaching over 4.0% in July. As a result, the ECB left rates unchanged at 4.0% for the first half of 2008 before increasing to 4.25% in July. However, inflation fell sharply in the second half of the year due to the collapse in energy and commodity prices. This fall in inflation combined with the weaker macroeconomic environment saw a coordinated rate cut by global Central Banks in Q4 2008. The ECB rate ended the year at 2.5%.

Government bonds had a volatile year. In Europe, yields fell during Q1 in response to record Euro-Dollar rates and weak consumer demand. This picture was reversed in Q2 as inflation hit a 16 year high of 4% and rate cut expectations were exchanged for rate hikes. In the second half of the year, government bonds benefited from a flight to quality as the US government bailed out Fannie Mae and Freddie Mac¹ while Lehman Brothers had to seek rescue in Chapter 11 filing. Besides the financial crisis, government bonds were also helped by an improved outlook on inflation as commodity prices fell substantially following the highs seen in Q2. Economic data continued to weaken and Q4 saw co-ordinated rate cuts by global Central Banks. UK bond returns were also impacted by a significant weakening in sterling in Q4.

¹ Federal National Mortgage Association (Fannie Mae), Federal Home Loan Mortgage Corporation (Freddie Mac)

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
REPORT OF IRISH LIFE INVESTMENT MANAGERS 2008
FINANCIAL STATEMENTS - CONTINUED **PAGE 7**

OUTLOOK FOR 2009

Throughout 2008, we saw a number of significant Government-led interventions aimed at calming markets, increasing liquidity, and stimulating economic growth. In the US, the Troubled Asset Relief Program (TARP) was established with a budget of €700 billion to address sub-prime and illiquid assets.

In addition to the troubled financial markets, the global economy is continuing to slow with many developed economies now having entered technical recession including the US, Europe, UK and Japan. Data at the end of December indicates that others including China and Canada will follow.

Equity markets continue to be very volatile as investors wait for the monetary stimuli and support packages of lower interest rates and increased government spending to boost the global economy. In the meantime, the deteriorating economic backdrop and rising unemployment is likely to put further pressure on earnings forecasts into 2009.

Increased volatility is expected to remain a key theme throughout the year ahead with significant moves up and down before the economic outlook becomes clearer and the market regains confidence.

The picture for bonds is mixed with two extreme scenarios possible in 2009. Firstly, the combination of very low interest rates combined with deflation could lead to bond returns in excess of 8%. However, on the other hand, the substantial increase in government and government-guaranteed bond issuance that is expected throughout Europe (to help fund all these stimulus packages) should put upward pressure on yields due to a supply-demand imbalance. In this case, we would expect bonds to return close to 2%.

There are many uncertainties surrounding both scenarios but given the weakening global economic picture combined with a sustained downturn in inflation, we would anticipate that short-term yields will decline further as the ECB cuts rates further.

However, long-end bond yields will experience upward pressure from increased supply and deteriorating country fundamentals in 2009. As such, we would expect that bonds will yield around 4% in 2009.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
REPORT OF IRISH LIFE INVESTMENT MANAGERS 2008
FINANCIAL STATEMENTS - CONTINUED **PAGE 8**

PERFORMANCE

Investment management of the equity and fixed interest elements of the Clergy Pension Fund transferred to Irish Life Investment Managers with effect from 24 January 2008. Property and Venture Capital investments continue to be managed by other managers.

Equities and fixed interest bonds for both the Irish and UK funds are managed 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 equity and bonds funds for the period 24 January 2008 to 31 December 2008 was -29.7%.

VALUATION & ASSET DISTRIBUTION

Including property and venture capital values provided by other managers :

Valuation at 31 December 2008		€000's
ILIM Irish Fund		36,927
ILIM UK Fund		37,052
Property & Venture Capital		<u>3,158</u>
		€7,137

Asset Distribution at 31 December 2008

Equity		
Europe	37.5%	
UK	28.4%	
US / Rest of World	<u>10.7%</u>	76.6%
Fixed Interest		
Europe	10.8%	
UK8	<u>8.5%</u>	19.3%
Property		3.9%
Venture Capital		0.2%

Irish Life Investment Managers
6 February 2009

AUDITOR'S REPORT



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

Independent Auditors' Report to the Trustees of the Clergy Pension Fund

We have audited the financial statements on pages 10 to 19. These financial statements have been prepared under the accounting policies set out in the statement of accounting policies on page 10.

Respective responsibilities of trustees and auditors

As described in the trustees' responsibility statement on pages 4 and 5, the trustees are responsible for making available the audited financial statements prepared in accordance with applicable Irish pension law and accounting standards issued by the Accounting Standards Board and published by The Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). This report, including the opinions, has been prepared for and only for the fund's trustees as a body in accordance with Section 56 of the Pensions Act 1990 and for no other purpose. We do not, in giving this report including the 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.

We report to you our opinion as to whether the financial statements show a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the financial transactions of the fund during the fund year and of the amount and disposition of its assets and liabilities, other than liabilities to pay benefits in the future, and whether the financial statements contain the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006. We also report to you whether in our opinion the contributions payable to the fund have been received by the trustees within 30 days of the fund year end and, in our opinion, have been paid in accordance with the fund rules and the recommendation of the actuary.

We read the other information contained in the annual report and consider whether it is consistent with the audited financial statements. This other information comprises only the trustees' report and the investment manager's report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by or on behalf of the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the fund's circumstances, consistently applied and adequately disclosed. Our work also included examination, on a test basis, of evidence relevant to the amounts of contributions payable to the fund and the timing of those payments.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error, and that contributions have been paid in accordance with the fund rules and the recommendation of the actuary and received within 30 days of the fund year end. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion, the financial statements show a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the financial transactions of the fund during the year ended 31 December 2008, and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay benefits in the future, and contain the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006.

In our opinion the contributions payable to the fund during the year ended 31 December 2008 have been received by the trustees within 30 days of the end of the fund year and, in our opinion, such contributions have been paid in accordance with the fund rules and the recommendation of the actuary.

PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin
24 March 2009

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

ACCOUNTING POLICIES

PAGE 10

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 Funds (Disclosure of Information) (No. 2) Regulations, 1998, and Statement of Recommended Practice, “Financial Reports of Pensions Schemes”.

(ii) Investment Income

Income on investments includes all dividends and interest receivable during the year adjusted to reflect bought and sold interest on bond transactions in the accounting period.

(iii) Investments

Invested assets are held in a unitised fund 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.

(iv) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into Euro at the rate of exchange ruling at the year end. (2008 € = £0.9525
2007 € = £0.7333).

(v) 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.

Church of Ireland Pensions Fund – Report 2009

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2008

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
FINANCIAL STATEMENTS 2008 **PAGE 2**

CONTENTS

	PAGE
TRUSTEE’S REPORT	3
REPORT OF THE INVESTMENT MANAGER	6
REPORT OF THE INDEPENDENT AUDITORS	9
ACCOUNTING POLICIES	10
CHURCH OF IRELAND CLERGY PENSIONS FUND	
FINANCIAL STATEMENTS	11
NOTES TO THE FINANCIAL STATEMENTS	15

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

TRUSTEE'S REPORT

FINANCIAL STATEMENTS

PAGE 3

CONSTITUTION OF THE FUND

The Fund is established under Chapter XIV of the Constitution of the Church of Ireland as amended from time to time by the General Synod. The Representative Church Body is the Trustee of the Fund which is administered by the Church of Ireland Pensions Board in accordance with the provisions of Chapter XIV.

Last year, the Executive Committee established a small working group comprising members from the Executive and the Clergy Pensions Board with its prime objective that the constitution of the Clergy Pension Fund be clearly articulated and conform with Pension Legislation of the Republic of Ireland and of Northern Ireland, as appropriate. This work is not yet complete. However a progress report is included in the Report from the Clergy Pensions Board (page 110).

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, exclusive of the part relating to the Republic of Ireland, 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.

The Financial Statements are expressed in euro currency for balance sheet reporting purposes but the Fund is maintained in separate currency subdivisions.

The financial development of the Fund over the year 2008 was as follows:

	€'000	€'000
Contributions and other receipts		4,492
Investment income		254
Benefits paid and other expenses		<u>(6,803)</u>
Net deficit		(2,057)
Value of fund at 31 December 2007	121,279	
Currency translation adjustment	<u>(1,513)</u>	119,766
Realised/unrealised investment losses		<u>(40,464)</u>
Value of fund at 31 December 2008		<u>77,245</u>

The Representative Body, as Trustee of the Fund, is responsible for investment policy and meetings are held with the Investment Manager to review strategy and performance on a regular basis. The Investment Manager is remunerated on a fee basis calculated by reference to asset values and in accordance with formal fund management agreement between the manager and the Trustee. Management fees and attributed costs of administration are charged to the Fund by the Trustee.

Following a review in 2007, it was decided to transfer management of the assets of the Fund to Irish Life Investment Managers, and this took place on 24 January, 2008.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

TRUSTEE'S REPORT

FINANCIAL STATEMENTS

PAGE 4

The investment objectives are to maximise total returns through diversified portfolios of equity, fixed interest, property and cash investments having regard to liability restraints, cash flow, interest rate and currency movements. The Trustee reviews investment objectives to ensure that these are appropriate to the profile of the Clergy Pensions Fund.

ACTUARIAL VALUATION

The Actuary's certificate is included in the annual report of the Church of Ireland Pensions Board (page 121). The certificate states that, at 31 December 2008, the Clergy Pensions Fund was in deficit and the funding arrangements in place were unlikely to be sufficient to enable the statutory minimum funding standard to be achieved by 30 September 2011, in accordance with the plan agreed with the Irish Pensions Board.

A revised plan should be agreed with the Irish Pensions Board by 31 December 2009, subject to the outcome of the triennial actuarial valuation as at 30 September 2009. Such a plan will be required to set out the proposals of the Trustee to enable the fund to meet the statutory minimum funding standard within a timeframe acceptable to the Irish Pensions Board.

STATEMENT OF TRUSTEE'S RESPONSIBILITIES

The Representative Body is Trustee of the Church of Ireland Clergy Pensions Fund.

The financial statements are the responsibility of the Trustee. Irish pension 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 Statement of Recommended Practice - Financial Reports of Pension Schemes (revised November 2002) (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 CHURCH OF IRELAND CLERGY PENSIONS FUND
TRUSTEE'S REPORT
FINANCIAL STATEMENTS - CONTINUED **PAGE 5**

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

- contributions payable during the Plan year 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 Plan and the recommendation of the actuary.

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, including financial statements which show a true and fair view of the financial transactions of the Plan in the year under review and of the assets and liabilities at the year end, other than liabilities for pensions and other benefits payable after the year end. 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.

S Gamble
Chairman, RCB Executive Committee

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
REPORT OF IRISH LIFE INVESTMENT MANAGERS 2008
FINANCIAL STATEMENTS **PAGE 6**

REVIEW OF 2008

The last 12 months have been one of the most difficult for the global banking industry and equity markets since the 1930s. The investment landscape has changed and investors will have to adjust to a new environment which will consist of greater regulatory and government influence, particularly within the banking industry.

Global markets fell sharply throughout 2008 due to the ongoing fallout from the subprime crisis, the credit crunch, falling commodity prices and fears of a protracted global recession. The ongoing decline of the Irish stock market continued throughout the year culminating in a fall of 66.2% for the year to 31 December 2008.

Other markets also suffered significant falls with no developed world equity market delivering a positive return. In the US, Japan and Europe, markets were down - 33.7%, - 42.3% and -24.9% respectively in Euro terms. Currency movements impacted significantly on returns where in the UK, for example, the market was down -29.9% in sterling terms but -46.8% in Euro terms reflecting the weakness in sterling relative to Euro.

With output and employment indicators collapsing, central banks cut interest rates throughout the year. The most aggressive was the US Federal Reserve who cut the Federal Funds Rate from 4.25% in January to 2.0% by early May before ending the year with a target range of between zero and 0.25% in December. The UK rate was cut from 5.5% to 2.0%, with the reduction from 5.0% to 2.0% happening in the fourth quarter alone.

In the Eurozone, inflation remained above the ECB target rate of “near but below 2%” for the majority of the year, reaching over 4.0% in July. As a result, the ECB left rates unchanged at 4.0% for the first half of 2008 before increasing to 4.25% in July. However, inflation fell sharply in the second half of the year due to the collapse in energy and commodity prices. This fall in inflation combined with the weaker macroeconomic environment saw a coordinated rate cut by global Central Banks in Q4 2008. The ECB rate ended the year at 2.5%.

Government bonds had a volatile year. In Europe, yields fell during Q1 in response to record Euro-Dollar rates and weak consumer demand. This picture was reversed in Q2 as inflation hit a 16 year high of 4% and rate cut expectations were exchanged for rate hikes. In the second half of the year, government bonds benefited from a flight to quality as the US government bailed out Fannie Mae and Freddie Mac¹ while Lehman Brothers had to seek rescue in Chapter 11 filing. Besides the financial crisis, government bonds were also helped by an improved outlook on inflation as commodity prices fell substantially following the highs seen in Q2. Economic data continued to weaken and Q4 saw co-ordinated rate cuts by global Central Banks. UK bond returns were also impacted by a significant weakening in sterling in Q4.

¹ Federal National Mortgage Association (Fannie Mae), Federal Home Loan Mortgage Corporation (Freddie Mac)

OUTLOOK FOR 2009

Throughout 2008, we saw a number of significant Government-led interventions aimed at calming markets, increasing liquidity, and stimulating economic growth. In the US, the Troubled Asset Relief Program (TARP) was established with a budget of €700 billion to address sub-prime and illiquid assets.

In addition to the troubled financial markets, the global economy is continuing to slow with many developed economies now having entered technical recession including the US, Europe, UK and Japan. Data at the end of December indicates that others including China and Canada will follow.

Equity markets continue to be very volatile as investors wait for the monetary stimuli and support packages of lower interest rates and increased government spending to boost the global economy. In the meantime, the deteriorating economic backdrop and rising unemployment is likely to put further pressure on earnings forecasts into 2009.

Increased volatility is expected to remain a key theme throughout the year ahead with significant moves up and down before the economic outlook becomes clearer and the market regains confidence.

The picture for bonds is mixed with two extreme scenarios possible in 2009. Firstly, the combination of very low interest rates combined with deflation could lead to bond returns in excess of 8%. However, on the other hand, the substantial increase in government and government-guaranteed bond issuance that is expected throughout Europe (to help fund all these stimulus packages) should put upward pressure on yields due to a supply-demand imbalance. In this case, we would expect bonds to return close to 2%.

There are many uncertainties surrounding both scenarios but given the weakening global economic picture combined with a sustained downturn in inflation, we would anticipate that short-term yields will decline further as the ECB cuts rates further.

However, long-end bond yields will experience upward pressure from increased supply and deteriorating country fundamentals in 2009. As such, we would expect that bonds will yield around 4% in 2009.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
REPORT OF IRISH LIFE INVESTMENT MANAGERS 2008
FINANCIAL STATEMENTS - CONTINUED **PAGE 8**

PERFORMANCE

Investment management of the equity and fixed interest elements of the Clergy Pension Fund transferred to Irish Life Investment Managers with effect from 24 January 2008. Property and Venture Capital investments continue to be managed by other managers.

Equities and fixed interest bonds for both the Irish and UK funds are managed 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 equity and bonds funds for the period 24 January 2008 to 31 December 2008 was -29.7%.

VALUATION & ASSET DISTRIBUTION

Including property and venture capital values provided by other managers :

Valuation at 31 December 2008		€ 000's
ILIM Irish Fund		36,927
ILIM UK Fund		37,052
Property & Venture Capital		<u>3,158</u>
		€77,137
Asset Distribution at 31 December 2008		
Equity		
Europe	37.5%	
UK	28.4%	
US / Rest of World	<u>10.7%</u>	76.6%
Fixed Interest		
Europe	10.8%	
UK8	<u>8.5%</u>	19.3%
Property		3.9%
Venture Capital		0.2%

Irish Life Investment Managers
6 February 2009

Church of Ireland Pensions Fund – Report 2009

AUDITOR'S REPORT



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

INDEPENDENT AUDITORS' REPORT TO THE GENERAL SYNOD OF THE CHURCH OF IRELAND

We have audited the financial statements on pages 6 to 23 which comprise the Profit and Loss account, the Balance Sheet, the Statement of Recognised Gains and Losses, the Cash Flow Statement and related notes. These financial statements have been prepared under the accounting policies set out in the statement of accounting policies on page 6.

Respective responsibilities of directors and auditors

The responsibilities of the Representative Church Body, as Trustee, for preparing the Annual Report and the financial statements in accordance with applicable Irish law and the accounting standards issued by the Accounting Standards Board and published by The Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland) are set out in the Statement of Trustees' Responsibilities on page 4.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). This report, including the opinion, has been prepared for and only for the General Synod 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.

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland. We state whether we have obtained all the information and explanations we consider necessary for the purposes of our audit and whether the financial statements are in agreement with the books of account. We also report to you our opinion as to whether the company has kept proper books of account.

We read the Executive Committee Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustee in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Body's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the Representative Church Body's affairs as at 31 December 2008 and of its result and cash flows for the year then ended. 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.


PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin
24 March 2009

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

ACCOUNTING POLICIES

PAGE 10

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 Funds (Disclosure of Information) (No. 2) Regulations, 1998, and Statement of Recommended Practice, “Financial Reports of Pensions Schemes”.

(ii) Investment Income

Income on investments includes all dividends and interest receivable during the year adjusted to reflect bought and sold interest on bond transactions in the accounting period.

(iii) Investments

Invested assets are held in a unitised fund 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.

(iv) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into Euro at the rate of exchange ruling at the year end. (2008 €1 = £0.9525
2007 €1 = £0.7333).

(v) 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.

Church of Ireland Pensions Board – Report 2009

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
FUND ACCOUNT YEAR ENDED 31 DECEMBER 2008
FINANCIAL STATEMENTS PAGE 11

CONSOLIDATED FUND			
	Notes	2008	2007
		€'000	€'000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	4,492	4,728
		_____	_____
BENEFITS AND OTHER PAYMENTS			
Benefits payable	4	6,585	7,093
Administrative expenses payable to the Trustee		146	200
		_____	_____
		6,731	7,293
		_____	_____
CONTRIBUTIONS LESS BENEFITS		(2,239)	(2,565)
		_____	_____
INVESTMENT RETURN FOR THE YEAR			
Investment income	5	254	3,057
Realised and unrealised investment (loss)		(40,464)	(7,266)
Currency translation adjustment		(1,513)	(5,010)
Investment management expenses		(72)	(257)
		_____	_____
		(41,795)	(9,476)
		_____	_____
NET (DECREASE) IN FUND FOR YEAR		(44,034)	(12,041)
BALANCE 1 JANUARY		121,279	133,320
BALANCE 31 DECEMBER		77,245	121,279
		=====	=====

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

Signed on behalf of the Trustee: *S Gamble*

DG Perrin

Date: 10th March 2009

Church of Ireland Pensions Board – Report 2009

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NET ASSETS STATEMENT **YEAR ENDED 31 DECEMBER 2008**
FINANCIAL STATEMENTS **PAGE 12**

CONSOLIDATED FUND	Notes	2008	2007
			€'000
INVESTED ASSETS	6	77,241	120,362
		_____	_____
CURRENT ASSETS			
Amounts due from the Representative Church Body		395	1,058
CURRENT LIABILITIES			
Creditors		(391)	(141)
		_____	_____
NET CURRENT ASSETS		4	917
		=====	=====
BALANCE OF FUND		77,245	121,279
		=====	=====

Signed on behalf of the Trustee: *S Gamble*

DG Perrin

Date: 10th March 2009

Church of Ireland Pensions Board – Report 2009

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
YEAR ENDED 31 DECEMBER 2008
FINANCIAL STATEMENTS **PAGE 13**

REPUBLIC OF IRELAND SUBDIVISION

	Notes	2008	2007
		€'000	€'000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	2,348	2,211
Transfers from Northern Ireland subdivision		303	343
		<u>2,651</u>	<u>2,554</u>
BENEFITS AND OTHER PAYMENTS			
Benefits payable	4	3,168	3,067
Transfers to Northern Ireland subdivision		869	402
Administrative expenses		145	199
		<u>4,182</u>	<u>3,668</u>
CONTRIBUTIONS LESS BENEFITS		<u>(1,531)</u>	<u>(1,114)</u>
INVESTMENT RETURN FOR THE YEAR			
Investment income		119	1,252
Realised and unrealised investment (loss)		(22,312)	(6,504)
Investment management expenses		(35)	(122)
		<u>(22,228)</u>	<u>(5,374)</u>
NET (DECREASE) IN FUND FOR YEAR		<u>(23,759)</u>	<u>(6,488)</u>
BALANCE 1 JANUARY		61,958	68,446
BALANCE 31 DECEMBER		<u><u>38,199</u></u>	<u><u>61,958</u></u>

Church of Ireland Pensions Board – Report 2009

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
YEAR ENDED 31 DECEMBER 2008
FINANCIAL STATEMENTS **PAGE 14**

NORTHERN IRELAND SUBDIVISION

	Notes	2008	2007
		€'000	€'000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	2,144	2,517
Transfers from Republic of Ireland subdivision		869	402
		<u>3,013</u>	<u>2,919</u>
BENEFITS AND OTHER PAYMENTS			
Benefits payable	4	3,417	4,026
Transfers to Republic of Ireland subdivision		303	343
Administrative expenses		1	1
		<u>3,721</u>	<u>4,370</u>
CONTRIBUTIONS LESS BENEFITS		<u>(708)</u>	<u>(1,451)</u>
INVESTMENT RETURN FOR THE YEAR			
Investment income		135	1,805
Realised and unrealised investment (loss)		(18,152)	(762)
Currency translation adjustment		(1,513)	(5,010)
Investment management expenses		(37)	(135)
		<u>(19,567)</u>	<u>(4,102)</u>
NET (DECREASE) IN FUND FOR YEAR		<u>(20,275)</u>	<u>(5,553)</u>
BALANCE 1 JANUARY		59,321	64,874
BALANCE 31 DECEMBER		<u><u>39,046</u></u>	<u><u>59,321</u></u>

THE CHURCH OF IRELAND CLERGY PENSIONS FUND**NOTES TO THE FINANCIAL STATEMENTS****FINANCIAL STATEMENTS****PAGE 15****1. ACTUARIAL VALUATIONS**

The development of the Fund is monitored by the Actuary by means of an actuarial valuation which is carried out at intervals of not more than three years. The most recent valuation of the Fund was carried out as at 30 September 2006. Based on that valuation, the Actuary reported that, in common with many defined benefit schemes at this time, the Fund did not satisfy the minimum funding standards in section 44 of the Pensions Act, 1990 (Republic of Ireland).

The Actuary is required annually to produce a certificate commenting on the status of the funding of the Clergy Pensions Fund. At 31 December 2008 the Actuary's certificate stated that the Fund still did not satisfy the statutory minimum funding standard, and that the current funding arrangements were unlikely to enable the standard to be achieved as planned by 30 September 2011. A revised funding plan should be agreed with the Irish Pensions Board by 31 December 2009 subject to the outcome of the triennial actuarial valuation as at 30 September, 2009.

2. FORMAT OF THE FINANCIAL STATEMENTS

The 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 taking account of such liabilities, is dealt with in the certificate supplied by the Actuary in the text of the Annual Report of the Board and these statements should be read in conjunction therewith.

3. SUMMARY OF CONTRIBUTIONS RECEIVABLE

	2008 €'000	2007 €'000
<u>Republic of Ireland</u>		
Members – normal	399	373
– additional personal	148	208
Dioceses	1,257	1,120
Representative Church Body	544	507
Transfers from other funds	-	3
	<u>2,348</u>	<u>2,211</u>
<u>Northern Ireland</u>		
Members – normal	379	440
– additional personal	51	62
Dioceses	1,194	1,376
Representative Church Body	520	624
Transfers from other funds	-	15
	<u>2,144</u>	<u>2,517</u>
Total	<u>4,492</u>	<u>4,728</u>

The value of Northern Ireland contributions in sterling is translated for reporting purposes to euro at the year end rate of exchange.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FINANCIAL STATEMENTS **PAGE 16**

4. BENEFITS PAYABLE

	2008 €'000	2007 €'000
<u>Republic of Ireland</u>		
Pensions to retired bishops and clergy	1,635	1,513
Pensions to surviving spouses and orphans	1,310	1,275
Commutation of pensions	108	117
Death benefits	115	162
	<u>3,168</u>	<u>3,067</u>
<u>Northern Ireland</u>		
Pensions to retired bishops and clergy	1,961	2,458
Pensions to surviving spouses and orphans	1,050	1,324
Commutation of pensions	268	176
Death benefits	138	68
	<u>3,417</u>	<u>4,026</u>
Total	<u><u>6,585</u></u>	<u><u>7,093</u></u>

The cost of Northern Ireland benefits in sterling is translated for reporting purposes to euro at the year end rate of exchange.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FINANCIAL STATEMENTS **PAGE 17**

5. ANALYSIS OF INVESTMENT INCOME

	2008 €'000	2007 €'000
Fixed interest securities	113	247
Dividends from equities	25	2,637
Income from managed funds	18	17
Interest on cash deposits	41	102
	<u>197</u>	<u>3,003</u>
Other trust income	57	54
	<u>254</u>	<u>3,057</u>

From 24 January 2008, the invested assets are held in a unitised fund and income is attributed to the fund as it arises and not separately reported.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FINANCIAL STATEMENTS **PAGE 18**

6. (a) INVESTED ASSETS

	Market Value
Equities	€'000
UK	19,510
Europe ex UK	23,747
Global	15,860
Bonds	
European	8,371
UK	6,558
	74,046
Other	
Irish Property Unit Trust	291
New Ireland Pension Property Series 1	2,710
New Ireland Venture Capital	178
Cash	16
	3,195
Total	77,241

The total invested assets include an amount of €67,000 of cash in transit to Irish Life Investment Managers.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FINANCIAL STATEMENTS **PAGE 19**

6. INVESTED ASSETS – CONTINUED

- (b) The fund was transferred from Bank of Ireland Investment Managers to Irish Life Investment Managers on 24 January 2008 at a value of €107.4m. The fund now tracks various published indices on a passively managed basis.

The relative weighting of the value invested in each index is controlled by the Trustee. As at 31 December 2008, the indices and the percentage of the fund, excluding property unit trusts and cash, invested in these was as follows:

Indices	Weighting
FTSE All World Series Developed Europe Ex UK	39.14%
FTSE All World Series UK	29.59%
S&P Global 100	11.14%
Merrill Lynch EMU Govt > 10 Year	11.28%
Merrill Lynch UK Govt > 10 Year	8.85%

7. CONTINGENT LIABILITIES

In the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2008.

8. ADMINISTRATIVE AND INVESTMENT MANAGEMENT EXPENSES

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

THE SUPPLEMENTAL FUND

1. ADMINISTRATION OF THE FUND FOR THE YEAR ENDED 31 DECEMBER 2008

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:

(1) Minimum Income of Surviving Spouses and Orphans

Grants to ensure each has a minimum income from all sources in the year commencing 1 January 2008 of not less than:

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£11,468	€16,212
Surviving spouse 80 or over	£11,904	€16,828

On 31 December 2008, pensions were in course of payment to 202 surviving spouses (excluding widows of voluntary members) of clergy of the Church of Ireland. Four surviving spouses required a grant to bring their total income up to the relevant figure in the Table.

During 2008, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

- (a) a grant towards basic housing costs of £550 or €800 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 2008 exceeded the figures in the Table by £925 or €1,310.

(2) 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 £8,540 (if resident in the U.K.) or €12,073 (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

Church of Ireland Pensions Board – Report 2009

Ireland Pensions Fund or any other approved Scheme) or a Sickness or Invalidation Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,429 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

One was payable on 31 December 2008.

(3) 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 Invalidation Benefit in lieu thereof as follows:

(a) Clergy who retired from an office in the Republic of Ireland:	
Eligible clergy aged under 80	€11,612
Eligible clergy aged 80 or over	€12,132
Married clergy only:	
Spouse under 66	€7,738 extra
Married clergy only:	
Spouse 66 or over	€10,400 extra
Single/widowed clergy only:	
Living alone	€400 extra
(b) Clergy who retired from an office in Northern Ireland:	
Eligible clergy:	
Single/widowed	£4,540
Eligible clergy:	
Married	£7,259

The number of grants in payment on 31 December 2008 was six.

(4) Widow of Bishop

A grant in accordance with the following table to the widow of a bishop who retired before 1 January 1979:

Widow of bishop	€6,214
-----------------	--------

One grant was payable on 31 December 2008.

(5) 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 £1,259 if he or she died while holding

Church of Ireland Pensions Board – Report 2009

office in Northern Ireland, or €1,799 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.

(6) 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 £3,606 if they died while holding office in Northern Ireland or €5,439 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 £1,135 if they resided in the United Kingdom or €1,619 if they resided in the Republic of Ireland shall be paid.

(7) 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 2009

The Representative Body recommends that the General Synod of 2009 approves allocations of €37,443 plus £4,250 to the Supplemental Fund from 2008 income (see page 19 of the report of the Representative Body).

The allocations recommended 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 2009 these shall be as follows:

(1) Minimum Income of Surviving Spouses and Orphans

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£11,984	€17,023
Surviving spouse 80 or over	£12,439	€17,670

It is estimated that the cost of this scheme will be €16,873 plus £1,641. The cost of the sterling scheme will be partially met by the dividend income

Church of Ireland Pensions Board – Report 2009

generated from the investments held for the Supplemental Fund (Surviving Spouses) UK.

(2) 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 £8,924 (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 €1,419 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

It is estimated that the cost of this scheme will be £1,063.

(3) 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	£4,716
Eligible clergy:	
Married	£7,543

It is estimated that the cost of this scheme will be €14,071 plus £1,546.

(4) Widow of Bishop

A grant in accordance with the following table to the widow of a bishop who retired before 1 January 1979:

Widow of bishop	€6,481
-----------------	--------

The cost of this scheme will be €6,481.

Church of Ireland Pensions Board – Report 2009

(5) Removal Grants

Northern Ireland	£1,322
Republic of Ireland	€1,876

(6) Immediate Grants to Surviving Spouses

In service:

Northern Ireland	£3,786
Republic of Ireland	€5,673

In retirement:

Northern Ireland	£1,192
Republic of Ireland	€1,689

3. RULES

Copies of the rules are available on application to the Assistant Secretary.

4. FINANCIAL STATEMENTS

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

Church of Ireland Pensions Board – Report 2009

THE SUPPLEMENTAL FUND

31 December 2008

FUND STATEMENT

	2008 €'000	2007 €'000
INCOME		
General Synod Allocations	104	108
Investment Income	32	37
Income from Trusts and Donations	3	3
	<u>139</u>	<u>148</u>
EXPENDITURE		
Augmentation – Surviving Spouses and Orphans	21	29
Grants to Surviving Spouses	27	38
Grants to Retired Clergy	82	84
Expenses	5	5
	<u>135</u>	<u>156</u>
Surplus/(Deficit) of income	4	(8)
Revaluation movement	(328)	(84)
Currency translation adjustment	(127)	(51)
	<u>(455)</u>	<u>(135)</u>
Net (decrease)/increase in fund for year	(455)	(135)
Capital balance 1 January	1,037	1,171
Capital balance 31 December	<u><u>582</u></u>	<u><u>1,036</u></u>

Church of Ireland Pensions Board – Report 2009

THE SUPPLEMENTAL FUND

ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2008

	2008 €'000	2007 €'000
Investments at Valuation		
RB General Unit Trusts	582	1,036
	<u>582</u>	<u>1,036</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 2008. 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

24 March 2009

Church of Ireland Pensions Board – Report 2009

**THE CHURCH OF IRELAND
VOLUNTARY CONTRIBUTIONS SCHEME**

1. MEMBERSHIP AS AT 31 DECEMBER 2008

	Membership 31/12/07	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/08
RI	33	2	-	-	3	32
NI	<u>8</u>	<u>-</u>	-	-	<u>1</u>	<u>7</u>
Total	41	2	-	-	4	39
Previous Year	43	2	1	-	3	41

One member increased their contribution. The average annual contribution at the end of 2008 was (RI) €3,463 and (NI) £840. Contributions continue to be invested with the Standard Life Assurance Company in the “Managed Pension Fund”, the “With Profits Pension Fund” or the “Cash Pension 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.

2. FUND STATEMENT

	2008 €'000	2007 €'000
Contributions received	97	107
Less paid on retirement or death	(127)	(96)
Less commuted to pension		-
	<u>(30)</u>	<u>11</u>
Balance 1 January	543	546
Currency Translation Adjustment	(21)	(14)
Balance 31 December	<u>492</u>	<u>543</u>

Notes

1. The Representative Church Body is Trustee of the Scheme which is administered by the Church of Ireland Pensions Board under the authority of a resolution adopted by the General Synod on 21 May 1985.
2. Under the Scheme members are permitted to make voluntary contributions which are invested with the Standard Life Assurance Company to provide

Church of Ireland Pensions Board – Report 2009

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 2008 €1 = £0.9525 (2007 €1 = £0.7333)

ACCOUNTANTS' REPORT

The Representative Church Body is responsible for preparing the Fund Statement for the year ended 31 December 2008. 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

24 March 2009

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 2008 was €55,309 and £4,261.

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 €75,010 plus £102,853 were allocated in 2008 as in previous years. 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 2008 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 five surviving spouses and one clergy benefited from the allocation and expressions of appreciation have been received.

The Board has applied to the Priorities Fund Committee for a grant for 2009.

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”.

Church of Ireland Pensions Board – Report 2009

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 2008, grants totalling €24,000 were paid to 13 retired clergy.

5. REV PRECENTOR RH ROBINSON BEQUEST

The income of this bequest is allocated annually by the Board in accordance with the terms of trust as an additional payment to a retired clergyman.

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 2008, the total of grants paid was €3,100.

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 2008 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €5,685 and £7,849 to 18 surviving spouses and grants totalling £5,410 to eight retired clergy.

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

APPENDIX A

MERCER

 MARSH MERCER KROLL
GUY CARPENTER OLIVER WYMAN

Church of Ireland Pensions Board Report 2009

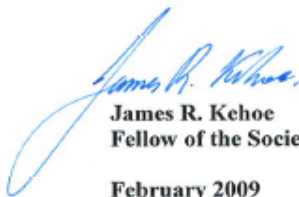
Actuarial Certificate

The Church of Ireland Clergy Pensions Fund was last valued at 30 September 2006. The results of that valuation showed that the assets of the Fund were sufficient to cover 88% of the accrued liabilities at the valuation date. The accrued liabilities include benefits for the current active members based upon completed service at that date and projected future stipends, pensions in the course of payment to members and their spouses, and deferred pensions in respect of members who have left service.

The Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act 1990 at the valuation date. A Funding Proposal was put in place with the objective of putting the Fund in a position to satisfy the funding standard as at 30th September 2011.

Based on the assumptions underlying the actuarial valuation, the actuary recommended an increased contribution rate to the Fund to enable the Trustee to pay future benefits under the Fund as they fall due. The increased level of contributions was also set at a level to assist the Trustee to meet its statutory obligations under the Pensions Act and meet the Minimum Funding Standard by 30th September 2011.

However, investment returns over the past year have been very poor for pension plans generally and this has also affected the Clergy Fund. Accordingly, I am not satisfied that as at 31 December 2008 the Church of Ireland Clergy Pension Fund was on track to meet the Minimum Funding Standard by 30th September 2011. As a result, the Trustee will have to submit a revised Funding Proposal to the Irish Pensions Board to eliminate the deficit under the statutory Minimum Funding Standard over a time period to be agreed with the Board.



James R. Kehoe
Fellow of the Society of Actuaries in Ireland

February 2009

Church of Ireland Pensions Board – Report 2009

Standing Committee – Report 2009

STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND THIRTY-NINTH ORDINARY SESSION 2009

Standing Committee – Report 2009

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

HONORARY SECRETARIES OF THE GENERAL SYNOD

Ven REB White, Moviddy Rectory, Aherla, Co Cork

Rev FJ McDowell, St Mark's Rectory, 4 Sydenham Avenue, Belfast, BT4 2DR

Mr SR Harper, Cramer's Grove, Kilkenny, Co Kilkenny

Canon Lady Sheil, Killinchy, Co Down BT23 6RL

ASSISTANT SECRETARY – Mrs JM Maxwell

SYNOD OFFICER – Ms JC Polden

OFFICE

Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Telephone No +353 1 4978422

Facsimile No +353 1 4978821

E-mail synod@rcbdub.org

Standing Committee – Report 2009

CONTENTS	PAGE
1 Summary	149
2 Names and Attendances of Members	149
3 Anglican Communion	153
4 Anglican Communion Covenant	153
5 Appointments	154
6 Audit of Accounts	155
7 Bishops' Appeal Advisory Committee	155
8 Board of Education (NI)	155
9 Central Communications Board	155
10 Charities Legislation	156
11 Children's Ministry	156
12 Consultative Group on the Past	156
13 Courts and Tribunals	157
14 The Covenant Council	158
15 General Synod / Standing Committee Finances	159
16 General Synod Timetable	159
17 General Synod 2010	159
18 General Synod Royalties Fund	160
19 The Hard Gospel	160
20 The Hard Gospel Implementation Working Group	161
21 Historiographer's Report	161
22 Meissen Agreement	161
23 Non-Christian Burials in Parish Graveyards	161
24 Parish Development Working Group	162
25 Priorities Fund Committee	162
26 Proposed Working Group on Clergy Tied Housing	166
27 Review of Committees	166
28 Safeguarding Trust	167
29 Special Bill 2009	167
30 United Nations Commission on the Status of Women	168
31 Working Group on Disability	168
32 Obituary	168

Standing Committee – Report 2009

Appendices

	Page
A Resolutions to be Proposed to the General Synod	169
B The Church of Ireland Response to the Draft Anglican Covenant	170
C Bishops' Appeal Advisory Committee - report	171
D Central Communications Board - report	179
E Consultative Group on the Past - statement	189
F General Synod 2009 Procedure Guidelines	190
G Hard Gospel Committee – report	193
H Hard Gospel Implementation Working Group - interim report	198
I Historiographer's report	204
J Meissen Commission Meeting September 2008 - report	205
K Parish Development Working Group - report	207
L Priorities Fund Accounts Year Ended 31 December 2008	208
M Restructuring Proposal: Social Theology in Action	210
N 52nd Session of the UN Commission on the Status of Women - statement	212
O Working Group on Disability - report	215
P Receipts and Disbursements Account and General Purposes Fund	216

Standing Committee – Report 2009

1. SUMMARY

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

- The Church of Ireland Response to the Draft Anglican Covenant
- The Consultative Group on the Past
- The Courts and Tribunals
- The Covenant Council

2. NAMES AND ATTENDANCES OF MEMBERS

During the period six ordinary meetings of the Standing Committee were held. The number of meetings attended by each member is placed before his/her name.

Ex-officio Members

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

3	*	Rev Canon Dr IM Ellis
6		Ven REB White
1	°	Rev FJ McDowell
6		Mr SR Harper
6		Canon Lady Sheil

Elected Members

Diocese

Armagh	3	†	Rev Canon JM Barton
	5		Rev TS Forster
	5		Mr LV Johnston
	3		Mrs J Leighton
Clogher	5		Rev Canon BJ Courtney
	5		Rev BT Kerr
	6		Mr H Stewart
			None available

Standing Committee – Report 2009

Derry	1	Very Rev WW Morton
	0	Rev MRK Ferry
	5	Mr JHD Livingston
	1	Capt N Barnes
Down	6	Ven PF Patterson
	6	Rev Dr MJ Elliott
	6	Mr RJH Gallagher
	5	Mr HJE Ritchie
Connor	4	Very Rev JFA Bond
	2	Ven SR McBride
	4	MR HRJ Totten
	3	Mr PJ Hamill
Kilmore	0	Very Rev A Williams
	6	Ven GTW Davison
	4	Mr D Gillespie
	3	Mr JH Shannon
Tuam	4	Very Rev SM Patterson
	4	Very Rev AJ Grimason
	4	Mr DJ Auchmuty
	1	Mr RS Walker
Dublin	5	Rev Canon JE McCullagh
	4	Rev GV Wharton
	5	Mr MJT Webb
	4	Mr LJW MacCann SC

Standing Committee – Report 2009

Meath	4		Very Rev RW Jones
	4		Rev LEA Peilow
	6		Mrs JM Bruton
	2		Mr D Kenny
Cashel	5		Very Rev NN Lynas
	0		Rev PG Heak
	6		Mr C Wellwood
	2		Mr EGJ Driver
Cork	5	§	Very Rev CL Peters
	5		Rev AM Wilkinson
	5		Mr WF Baker
	2		Mr R Buttimer
Limerick	4		Very Rev JMG Sirr
	5		Rev Canon SM Neill
	5		Mr A Hilliard
	3		Mr E Hardy

Co-opted Members

2	•	Rev Canon CA Empey	6	Ven RB Rountree
4		Rev Canon P Comerford	3	Very Rev PW Rooke
2		Mr MC Davey	5	Ms CS Turner
6		Mr AN McNeile		
	•	Retired August 2008	†	Retired March 2009 Elected as a Clerical
	§	Elected June 2008	◦	Honorary Secretary March 2009
	*	Retired January 2009		

Standing Committee – Report 2009

The Chief Officer and Secretary 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 WF Baker

Rev TS Forster

The Honorary Secretaries

LEGAL ADVISORY COMMITTEE

His Honour Judge JG Buchanan ±	The Hon Mrs Justice Catherine McGuinness
The Hon Mr Justice Declan Budd	Mr WD Prentice
His Honour Judge T Burgess	His Honour Judge RF Rodgers
The Rt Hon Sir Anthony Campbell	The Hon Sir Benjamin Stephens
Mr MC Davey	Mr JW Wilson QC
The Honorary Secretaries	

PRIORITIES FUND COMMITTEE

Capt N Barnes	Mrs J Leighton
Mrs JM Bruton	Ven SR McBride
Ven GWT Davison	Mr HRJ Totten
Mr SR Harper	Rev AM Wilkinson

BUDGET SUB-COMMITTEE

Mr WF Baker	Mr AN McNeile
Mr SR Harper	Mr HRJ Totten
Mr LV Johnston	

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

Rt Rev MAJ Burrows	Mr W Kingston
Rev OMR Donohoe	Rev JMD Pierce
Ms R Handy	Rev IP Poulton
Most Rev AET Harper	Mrs A Rooke
Rev Canon PA Harvey	Mr TA Smallwoods

Standing Committee – Report 2009

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

His Honour Judge JG Buchanan ±	The Rt Hon Sir Donald Murray
The Hon Mr Justice Declan Budd	The Hon Mrs Justice Catherine McGuinness
The Rt Hon Sir Anthony Campbell	Mr RAM Robins
The Rt Hon Sir Paul Girvan	The Hon Sir Benjamin Stephens
Mr LJW MacCann SC	Mr JW Wilson QC

± Retired January 2009

3. ANGLICAN COMMUNION

The Lambeth Conference took place from 16 July to 3 August 2008 in the University of Kent, Canterbury. The conference utilized Indaba groups. The word Indaba is a Zulu word for a gathering of the community for a purposeful discussion of issues. The issues discussed in the groups included poverty, HIV/AIDS, education, the environment and the Anglican Communion. The transcripts of the meetings were collated by the Reflections Group and published as *Lambeth Indaba Capturing Conversations and Reflections from the Lambeth Conference 2008 Equipping Bishops for Mission and Strengthening Anglican Identity*. This document is available at the following website: [http://www.lambethconference.org/vault/Reflections_Document_\(final\).pdf](http://www.lambethconference.org/vault/Reflections_Document_(final).pdf)

4. ANGLICAN COMMUNION COVENANT

In March 2008, the Joint Standing Committee of the Primates of the Anglican Communion and the Anglican Consultative Council requested the following:

That the Provincial representatives meeting at ACC-14 will be able to report Provincial commitment to engage with the St Andrew's Draft of the Anglican Covenant (which does not imply acceptance of or agreement to any text);

That the Provinces will initiate a process of detailed discussion and report progress to the Covenant Design Group (by March 2009) and address the following questions:

- a) Is the Province able to give an 'in principle' commitment to the Covenant process at this time (without committing itself to the details of any text)?
- b) Is it possible to give some indication of any synodical process which would have to be undertaken in order to adopt the Covenant in the fullness of time?
- c) In considering the St Andrew's Draft for an Anglican Covenant, are there any elements which would need extensive change in order to make the process of synodical adoption viable?

Standing Committee – Report 2009

In April 2008, the Standing Committee appointed the Anglican Covenant Response Group to examine the St Andrew's Draft of the Anglican Covenant, the questions posed by the Joint Standing Committee of the Primates of the Anglican Communion and to report to the Standing Committee in January 2009.

The report of the Anglican Covenant Response Group was submitted to the Standing Committee in November. The Committee raised a number of concerns at the meeting and it was agreed that the Anglican Covenant Response Group would re-examine the response.

In January 2009, the Anglican Covenant Response Group submitted an amended response to the Standing Committee. Following a considerable discussion, the Standing Committee adopted the document as the formal response of the Church of Ireland and approved its submission to the Anglican Communion Office. The response is included as Appendix B on page 170 and can be accessed via the internet at the following link: http://www.ireland.anglican.org/cmsfiles/pdf/Information/Submissions/ac_resp0109.pdf

The Covenant Design Group met in Singapore at the end of September 2008. The group produced a document entitled *Lambeth Commentary* which outlined the reflections and reactions of the bishops to the St Andrew's Draft and the response from the Covenant Design Group. The document can be found at the following link: http://www.anglicancommunion.org/commission/covenant/docs/a_lambeth_commentary.pdf

5. APPOINTMENTS

Committee etc	Name
General Assembly of the Presbyterian Church, Belfast, June 2008	Very Rev PW Rooke Rev Dr MJ Elliott
Conference of the Methodist Church, Londonderry, June 2008	The Bishop of Derry and Raphoe Rev P Thompson
Meissen Commission Meeting, Saxony, September 2008	Rev Canon Dr IM Ellis
Meeting of the Governing Body of the Church in Wales, Lampeter, September 2008	The Bishop of Cashel and Ossory
Four Nations' Faith and Order Conference, Edinburgh, October 2008	The Bishop of Clogher
International Anglican Women's Network, New York, February 2009	Rev Canon DTS Clements
United Nations Commission on the Status of Women, New York, March 2009	Rev Canon DTS Clements

Standing Committee – Report 2009

Broadcasting Committee	Rev Dr R Tosh
Central Communications Board	The Bishop of Limerick and Killaloe
Church of Ireland Press Ltd	Mr P Good
The Church of Ireland Theological Institute	Rev AM Wilkinson Mr HRJ Totten
Churches Together in Britain and Ireland	Very Rev FJG Wynne Rev DM McCallig Rev OC Ulogwara
Internet Committee	Ms S Wynn

6. AUDIT OF ACCOUNTS

The Standing Committee appointed PricewaterhouseCoopers to audit the accounts of the Representative Church Body.

7. BISHOPS' APPEAL ADVISORY COMMITTEE

The World Development Bishops' Appeal Advisory Committee report is included in Appendix C on page 171.

8. BOARD OF EDUCATION (NI)

At the meeting of the Church of Ireland Board of Education (NI), held in Armagh on Friday 13 June, a request was made that a draft resolution be brought to the meeting of the Standing Committee underlining the concern of the Transferor Representatives' Council (TRC) in Northern Ireland. Similar resolutions were passed at the General Assembly of the Presbyterian Church and the Annual Methodist Conference.

In June 2008, the Standing Committee adopted the following resolution:

The Standing Committee of the Church of Ireland unreservedly supports the Transferor Representatives' Council in seeking to ensure parity of protection for the Christian ethos in schools in the controlled sector with that currently enjoyed by schools in the Catholic Maintained Sector in Northern Ireland.

9. CENTRAL COMMUNICATIONS BOARD

A report from the Central Communications Board, which includes the work of the Broadcasting Committee, the Literature Committee and the Internet Committee, is included as Appendix D on page 179.

10. CHARITIES LEGISLATION

New charities legislation was approved in both jurisdictions in recent months. The legislation will result in the creation of a register of charities in each jurisdiction and will require charities to adopt new rules for reporting their activities.

Consultation with dioceses has shown that the overall preference is for a diocesan structure of registration rather than a parochial or all-Church structure for the Church of Ireland to meet our obligations under the new Charities legislation.

In the light of the preference indicated by the dioceses a round table discussion involving the interested parties was held in March 2009 to consider the next steps. Bishops and diocesan representatives were invited to a meeting with the Honorary Secretaries of the General Synod and the working group set up by the Archbishop of Armagh. The meeting discussed issues arising from the new legislation in respect of:

- The new regulatory scheme;
- Approaches to compliance in the Churches' sector;
- How a diocesan registration structure for the Church of Ireland might look and function;
- Guidelines and legislation that might be needed at central or diocesan level in order to implement such a reporting structure for the Church of Ireland.

The RB Finance Department, with the co-operation of parishes in both jurisdictions, has been testing suitable accounting packages that will satisfy the reporting requirements.

11. CHILDREN'S MINISTRY

The issue of Children's Ministry was raised at the General Synod 2008. It is intended that the Honorary Secretaries will hold an initial exploratory meeting with the various interested parties on 26 May 2009.

12. CONSULTATIVE GROUP ON THE PAST

In June 2008, the Standing Committee discussed the interim statement from the Consultative Group on the Past and the subsequent statement from the Bishop of Clogher.

The Standing Committee gave permission to the Consultative Group on the Past for the inclusion of the name of the Church of Ireland in the list of organisations consulted in its final report.

Standing Committee – Report 2009

In January 2009, the Standing Committee agreed that the Church of Ireland group appointed by the Committee in September 2007, chaired by the Bishop of Clogher, would convene on Wednesday 28 January to respond to the final report of the Consultative Group on the Past. The statement is included as Appendix E on page 189.

13. COURTS AND TRIBUNALS

Following the General Synod 2008, Statute Chapter I of 2008 replaced Chapter VIII of the Church of Ireland Constitution dealing with ecclesiastical discipline and the system of courts and tribunals. Therefore a series of actions were required by the dioceses and the Standing Committee.

The dioceses of the Church of Ireland were requested to elect one clerical and one lay member to the Complaints Committee and the following were elected:

Elections by Diocesan Synods of Members to the Complaints Committee		
Diocese	Clergy Member Elected	Lay Member Elected
Armagh	Rev SRT Boyd	Mrs E Harkness
Clogher	Rev Canon JW Stewart	Dr N Baxter
Derry and Raphoe	Rev Canon HDJ Ferry	Mrs A Fletcher
Down and Dromore	Rev SE Doogan	Mr M Hunter
Connor	Very Rev JFA Bond	Mr G Briggs
Kilmore, Elphin and Ardagh	Very Rev A Williams	Miss M Cunningham
Tuam, Killala and Achonry	Ven GL Hastings	Mr D Auchmuty
Dublin and Glendalough	Rev Canon JE McCullagh	Mr DG Perrin
Meath and Kildare	Very Rev RW Jones	Mr R Colton
Cashel, Ossory and Ferns	Very Rev TR Lester	Mr B Kemp
Cork, Cloyne and Ross	Ven REB White	Mr JAD Bird
Limerick, Killaloe and Ardfert	Rev Canon R Warren	Mr T Morrow

In accordance with Chapter VIII 21(a) and 21(f) of the Constitution, the Standing Committee appointed Mr A Walker BL and Mr P Good BL to the Complaints Committee and appointed them to hold the positions of Chairperson and Vice-chairperson respectively.

In accordance with Chapter VIII 22(b) of the Constitution, the Standing Committee appointed the following to the Disciplinary Panel:

Standing Committee – Report 2009

1. Rev AJ Forster
2. Ven PHA Lawrence
3. Ven SR McBride
4. Rev Canon NG McEndoo
5. Ven DS McLean
6. Rev DS McVeigh
7. Rev Canon JO Mann
8. Rev EME Murray
9. Ven DA Pierpoint
10. Rev SA Pragnell
11. Rev Canon T Scott
12. His Honour Judge T Burgess
13. The Rt Hon Sir Anthony Campbell
14. Mr P Cross
15. Mrs K Erwin
16. Mr C Galloway
17. The Rt Hon Sir Paul Girvan
18. Ms R Handy
19. The Hon Mrs Justice Catherine McGuinness
20. Mr WD Prentice
21. The Hon Sir Benjamin Stephens
22. MR JW Wilson QC

In accordance with Chapter VIII 22(d) of the Constitution, the Standing Committee appointed The Rt Hon Sir Anthony Campbell and The Hon Mrs Justice Catherine McGuinness as Chairperson and Vice-chairperson respectively of the Disciplinary Panel.

In accordance with Chapter VIII 20 of the Constitution, the Standing Committee appointed Ms E McClenaghan as Complaints Administrator.

14. COVENANT COUNCIL

General Synod 2008 passed the resolution proposed by the Covenant Council requesting the Standing Committee to deal with the issue of producing ecumenical canons. In June 2008, the Standing Committee stated that a general review of Canon Law is required and that such a review would directly impinge on Ecumenical Canons.

During the General Synod 2007, a resolution was passed to set in motion a process of reflection on and response to the *Interim Statement on Interchangeability and Oversight*.

In January 2008, the Standing Committee passed a resolution to refer the report entitled *Interchangeability of Ministry and Episcopate: Key Issues for the Churches (Book of Reports 2007, the Covenant Council Report, Appendix A, page 322)*, to the House of Bishops for an opinion on the doctrinal aspects of the proposals contained therein.

The response forwarded by the House of Bishops was received by the Standing Committee in June 2008.

In January 2008, the Standing Committee appointed the Interchangeability of Ministry Working Group to examine the report *Interchangeability of Ministry and Episcopate: Key Issues for the Churches* and any response from the House of Bishops, or any other, and to provide recommendations to the Standing Committee on the matter. The members of the group are as follows:

Standing Committee – Report 2009

House of Bishops:	Bishop of Derry and Raphoe
House of Bishops:	Bishop of Cashel and Ossory
The Covenant Council:	Very Rev NK Dunne
The Covenant Council:	Rev PA Thompson
The Commission on Ministry:	Very Rev SM Patterson
The Commission on Ministry:	Mr SR Harper
The Commission for Christian Unity and Dialogue:	Rev FJ McDowell
The Commission for Christian Unity and Dialogue:	Miss CS Turner
Legal representative:	Rev SE Doogan
Honorary Secretary:	Ven REB White

15. GENERAL SYNOD / STANDING COMMITTEE FINANCES

The Budget Sub-Committee considered budget submissions from the various bodies concerning their projected expenditure for the year 2009, and presented a report to the Standing Committee in November 2008. Following consideration of the report, recommendations were submitted to the Representative Church Body Allocations Committee.

In March 2009, the Chief Officer made a special report to the Standing Committee on the impact of the economic recession on the finances of the Church and the anticipated financial challenges in 2010.

16. GENERAL SYNOD TIMETABLE

The Standing Committee stated that it wished to promote discussion and debate at the General Synod. The Committee also highlighted that the timetable should give prominence within its schedule to mission and ministry.

The Honorary Secretaries to the General Synod drafted a new version of the General Synod timetable. The changes to the timetable also required changes to the procedures of General Synod. A guideline document explaining the new procedures was produced and disseminated to the House of Bishops, all committee chairs and honorary secretaries, diocesan secretaries and members of General Synod. The document is included as Appendix F on page 190.

17. GENERAL SYNOD 2010

The Standing Committee decided that during the next two triennia the General Synod will be held between Christ Church Cathedral, Dublin and Armagh on a rotational basis. The General Synod 2010 will be held in Christ Church Cathedral, Dublin. The dates for the Synod will be decided after General Synod 2009.

Standing Committee – Report 2009

18. GENERAL SYNOD ROYALTIES FUND

The Standing Committee approved that a subvention of £1,000 be made for the publication of a book on Church of Ireland Churches dedicated to St Anne by Mr D Scarlett.

A grant of €5,000 was approved for *Counting the People of God* by Dr M Macourt.

The Standing Committee agreed that the sum of €44,375 be made available for the printing of 3,500 copies of the large print pew edition and 1,500 copies of the presentation edition of the Church Hymnal (2000).

A grant of €2,000 was approved to assist *Search* with a short term cash flow problem.

The Standing Committee approved a grant of €850 to the Dean of St Patrick's Cathedral to subvent the publication, by Four Courts Press, of a study of Dean J H Bernard.

A grant of €3,500 was approved for the production of a leaflet on marriage by APCK.

The Standing Committee agreed a grant of €1,000 for Rev Canon D Crooks to subvent the publication, by the Ulster Historical Foundation, of *Clergy of Kilmore, Elphin & Ardagh*.

The Standing Committee also approved a grant of €500 to the Hard Gospel Committee to print a *Directory of Migrant-led Churches and Chaplaincies* by Rev Dr Livingstone Thompson and Dr Alan Bruce.

The Standing Committee approved a grant of €2,000 from the General Synod Royalties Fund to enable the Hard Gospel final report to be printed and disseminated to all members of the General Synod and all serving clergy. In addition, the Standing Committee requested the payment of grants totalling €19,000 to the Hard Gospel Project as previously agreed.

19. HARD GOSPEL

The Hard Gospel concluded its programme in January 2009. The final report from the external evaluators can be read at the following link:
http://www.hardgospel.net/cmsfiles/files/external_evaluation_of_the_hard_gospel_project.pdf. The report will be supplied to members of General Synod.

A report from the Hard Gospel Committee is included as Appendix G on page 193.

20. HARD GOSPEL IMPLEMENTATION WORKING GROUP

General Synod 2008, resolved that a small implementation group be appointed by the Standing Committee, for a period of three years, to identify the priorities from the report, *Living with Difference – A Reality Check*, and to bring forward specific resolutions to the Standing Committee to implement the recommendations contained in the report and to make regular reports to the Committee.

In June 2008, the Standing Committee elected five people to the Hard Gospel Implementation Working Group and gave the group the power to co-opt two further members.

The Hard Gospel Implementation Working Group submitted an interim report and proposals to the Standing Committee in March 2009. The document is included as Appendix H on page 198.

21. HISTORIOGRAPHER'S REPORT

A report from the Church of Ireland Historiographer, Dr K Milne, is included as Appendix I on page 204.

22. MEISSEN AGREEMENT

A meeting of the Meissen Commission was held in Meissen, Saxony, from 11 to 14 September 2008 and attended by Rev Canon Dr IM Ellis as the Observer for the Celtic Anglican Churches. The report of the meeting is attached as Appendix J on page 205.

23. NON-CHRISTIAN BURIALS IN PARISH GRAVEYARDS

The Standing Committee received a letter that was written on behalf of the Dioceses of Down and Dromore, and Connor, regarding the burial of non-Christians in Church of Ireland graveyards. After consideration the Standing Committee submitted the following questions to the General Synod Legal Advisory Committee:

- a) Whether it would be in accordance with Canon Law and the Constitution of the Church of Ireland for the officiating member of the clergy and the churchwardens, having responsibility for the administration of a pre-disestablishment graveyard vested in the Representative Church Body under the Irish Church Act 1869, to permit the burial therein of persons of other faiths or none?

Standing Committee – Report 2009

- b) Whether it would be in accordance with Canon Law and the Constitution of the Church of Ireland for the officiating member of the clergy and the churchwardens, having responsibility for the administration of a post-disestablishment graveyard vested in the Representative Church Body since 1870, to permit the burial therein of persons of other faiths or none?
- c) If the answer to questions a) and/or b) is yes, do any pre-conditions have to be met and if so what are they? In particular, does the burial have to be in a Christian form?

The Legal Advisory Committee met to consider this issue on 1 October 2008 and 17 February 2009. The Legal Advisory Committee will give its response to the Standing Committee in due course.

24. PARISH DEVELOPMENT WORKING GROUP

The pilot programme of the Parish Development Working Group ended at the end of 2007. In January 2008, the Standing Committee approved the running of a second programme of Parish Development and appointed 11 members to the working group and permitted the co-option of a further three members.

A report from the Parish Development Working Group is included as Appendix K on page 207.

25. PRIORITIES FUND COMMITTEE

- (a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2009:

ALLOCATION OF GRANTS FROM 2008 PRIORITIES FUND

Ministry	€
Church of Ireland Council for Mission – To enable the Council to continue the joint mission process with the Methodist Church	2,625
Church of Ireland Council for Mission – To assist with the cost of running the Mission Shaped Ministry Course	2,625
Church of Ireland Student Centre, Queen’s University, Belfast – Funding for the development of joint ministry with the Methodist Church in the university	10,499
Diocesan Strategic Review Team (Derry and Raphoe) – To provide seed funding for a strategic project which will assist the diocese in implementing the new diocesan themes of Transforming Community, Radiating Christ Through Growth, Teams and Leadership	5,249
Parish Development Working Group – To assist with the costs involved in running a second Parish Development Programme and supplying resources to help parishes develop in ministry – [Stg€15,000 per year for 3 years] – Second year	15,748
The Centre for Celtic Spirituality, Armagh – Provision of seed capital for the development of an ecumenical project, with local, national and international potential	14,226

Standing Committee – Report 2009

The Church’s Ministry of Healing – Financial assistance to bring sustainability and induce further growth to the Church’s Ministry of Healing	13,648
The House of Bishops – To support continuing ministerial education in the dioceses	60,000
Sub-total	€124,620
 Retirement	
C of I Clergy Pensions Fund – Additional income for most needy	2,872
C of I Clergy Pensions Fund – Retired Chaplain	530
Sub-total	€3,402
 Education	
Kilmore, Elphin and Ardagh Diocesan ‘Forward’ Project – To provide the finance to enable volunteers to deliver the ‘Skills to Lead’ programme, which has been designed to give participants the skills, knowledge and confidence to take on leadership roles within their parishes and dioceses	12,180
Love for Life (NI) – Financial assistance to adapt and pilot relationship and sexuality education programmes for young people, in three regions of the Republic of Ireland	7,068
Sligo Grammar School – To assist with the development of a school based sacred space, to facilitate Christian spiritual growth through, for example, alternative worship activities	7,500
The Church of Ireland Marriage Council – To assist financially with the development of a six day programme entitled ‘Contemporary Couples’	2,877
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	
C of I Youth Department – Funding towards the running costs involved in the establishment of a ‘year out’ mission and service opportunity for approximately eight young adults – [Stg£30,000 – First year : Stg£25,000 – Second year : Stg£15,000 – Third year] – Second year	26,247
Cork, Cloyne and Ross Diocesan Youth Council – To assist with the ‘Bridge’ project, whose aim is to support, resource and develop sustainable, quality youth work and ministry within the dioceses – [€14,000 – First year : €7,000 – Second year : €3,500 – Third year] – Second year	7,000
Derry and Raphoe Youth – Support for the creation of new groups of ‘Sitting Ducks’ tribes across the diocese and develop youth work, through events throughout the year, as mission for young people	8,399
Down and Dromore Youth Council – Funding for the publication of a book, aimed at teenage young people, to help restore better levels of religious knowledge, with a particular reference to the Church of Ireland	5,249
Fusion, Lisburn Cathedral (Connor) – Financial assistance to create a dynamic ministry, to impact teenagers with creative arts and multimedia style materials, that speaks into their lifestyle – [Stg£17,000 – First year : Stg£7,000 – Second year] – First year	17,848
Greenisland Realway Adopt a Station Project (Connor) – To assist with the purchase and development of a bus, as part of the facilities for the GRASP drop-in centre	10,472
Kidz Klub (Agape Ltd) at CORE (Dublin) – To support the on-going work of this organisation in St Catherine’s Church, Dublin, for disadvantaged children and young people living in the local inner city area	10,000

Standing Committee – Report 2009

Newtownbreda United Churches (Down) – To assist with funding for the continuation of a ‘Connecting with Youth’ outreach project, organised and run by volunteers from the Church of Ireland and other denominations, in partnership with the local council and the PSNI – [Stg£6,000 per year for 3 years] – Final year	6,299
St Augustine’s Church, Londonderry (Derry) – Financial assistance for the ‘All Together Now’ project, which will promote all age activities within the church and in its outreach, bring together the generations	8,819
St Mary’s Parish, Ballybeen (Down) – Funding for the continuation of ACTS Ballybeen (Active Compassion Through Serving Ballybeen), to respond to the physical, emotional and spiritual needs in the community but mainly focusing on children in the locality – [Stg£6,000 – First year : Stg£4,000 – Second year : Stg£3,000 – Third year] – First year	6,299
Summer Madness (NI) Ltd – Funding to establish a weekly internet radio programme for young people that will strengthen their faith and equip them for engagement in the world	2,100
The Logic Cafe, St John’s Parish, Moira (Dromore) – Financial assistance to further develop the work of the Logic Cafe – [Stg£8,000 – First year : Stg£6,000 – Second year : Stg£4,000 – Third year] – First year	8,399
Willowfield Parish (Down) – To assist with funding for youth leadership training and a project working with severely disadvantaged young people	9,186
Willowfield Parish Community Association (Down) – Financial assistance for a project to reach out to over 150 children in inner city Belfast, e.g. homework clubs, English classes for ethnic minority children and a Kidz Klub programme to introduce them to the Christian faith – [Stg£25,000 – First year : Stg£20,000 – Second year : Stg£15,000 – Third year] – First year	26,247
Xpression Portadown (Armagh) – To assist with the ongoing development of the Xpression cross community outreach initiative	1,575
Sub-total	€183,764
Community	
Ardoyne Ballysillan Care Ltd (Connor) – Change of use for grant awarded from the 2007 Fund, to the parish of Holy Trinity & St Silas with Immanuel	10,499
Church Mission Society Ireland – To assist with an integration project ‘Faiite Balbriggan’, providing social services primarily to refugees and asylum seekers, in the north Co Dublin area	18,000
Cleenish Pursuits Centre (Clogher) – Financial assistance for the setting up of a 60 bed weekend conference centre. (This organisation has reapplied, as the grant was not taken up from the 2004 Fund)	20,997
Grandma’s – Ireland, Dublin – To assist financially with the expansion and continuation of childcare and family orientated services to those affected by HIV/AIDS in Dublin	5,000
Maghera Parish Caring Association (Derry) – Financial assistance to build a peaceful community in the rural town of Maghera, through the development of a mediative intervention for contentious parades	5,249
Shankill Parish Caring Association (Dromore) – To deliver an accredited Good Relations training and citizenship package, to marginalised young adults across the Lurgan area – [Stg£15,000 per year for 2 years] – Final year	15,748
The Mageough Home, Dublin – To assist with the cost of rewiring the Chapel	10,000
‘Wellsprings’ of Life, Kilmakee Parish (Connor) – Funding for a new project called ‘Food for Thought’, to empower people to give something back to the community in which they were previously marginalised	5,249
Sub-total	€90,742

Standing Committee – Report 2009

Areas of Need

Cork – Carrigrohane Union – Seed funding for the development of purpose built children’s facilities in the Church of the Resurrection, Blarney	5,000
Dromore – Kilbroney Parish – Funding for phase two of an evaluation programme carried out by CREED, to progress the future of the Kilbroney Centre in relation to the parish church	7,874
Dublin – Parish of St George and St Thomas – Financial assistance for the development of inner city ministry	12,000
* Leighlin – St Lasarian’s Cathedral, Old Leighlin – Financial assistance for the instigation of a feasibility study, to ensure the cathedral and the ‘Place Apart’ retreat centre, are viable development projects	1,000
Sub-total	€25,874

Outreach Initiatives

C R E E D (Communities Regenerated Enabled Enriched and Developed) – Seed funding to enable parishes to benefit from CREED’s expertise, in co-ordination and utilisation of resources – [Stg£15,000 per year for 3 years] – Second year	15,748
Magheralin Parish (Dromore) – Funding to assist with the launch of a Christians Against Poverty centre, to help people who are experiencing financial difficulties	2,100
Muckamore Parish Development Association (Connor) – To assist with re-establishing the outreach work of the parish in the Ballycraigy housing area and re-connecting with the unchurched of Muckamore – [Stg£30,000 – First year : Stg£22,000 – Second year : Stg£14,000 – Third year] – First year	31,496
Parish of Kilroot (Connor) – To secure funding for the establishment of a drop-in centre in Eden Village, to provide a safe and supportive environment for residents to meet and to re-establish a serving presence in the area – [Stg£3,000 per year for 3 years] – Final year	3,150
Parishes of Maghera and Killelagh (Derry) – Financial assistance to build a new expression of church, that will engage the largely unchurched population of Upperlands and establish a self-sustaining congregation, including cell groups, in the village of Upperlands – [Stg£15,000 – First year : Stg£10,000 – Second and Third year] – Final year	10,499
St Andrew’s Church, Glencairn (Connor) – To provide seed funding, to enable the exploration of government funding for the establishment of a church/community building in a very disadvantaged area	4,199
The Church of the Pentecost, Mount Merrion (Down) – To obtain ‘seed funding’ for projects designed to address some of the many complex social and spiritual needs of people in an inner city area of East Belfast	20,997
Willowfield Parish (Down) – To obtain ‘seed funding’ for a project called ‘Men Matter’, which aims to provide support and practical help to men in East Belfast who struggle with unemployment, poor health, mental health issues, alcohol, drug addictions, loneliness and isolation – [Stg£10,000 per year for 3 years] – Final year	10,499
Sub-total	€98,688

Innovative Ministry in a Rural Context

All Saints’ Parish, Loughguile (Connor) – Financial assistance for the development of ministry to young families and the wider rural community	15,748
Donaghedy Parish (Derry) – Financial assistance for the training of youth leaders, to develop skills and talents through regular training events in an isolated rural area	5,291

Standing Committee – Report 2009

Parish of Killesher (Kilmore) – Funding for a new development in rural youth ministry	8,399
St Mark's Parish Youth Club, Aughter (Clogher) – Funding to establish a church youth club in a very rural area, where young people feel marginalised because they are part of a minority	5,249
Sub-total	€34,687
Total Allocated	€561,777

Sterling grants have been converted to Euro using the 2008 end of year rate of 0.9525.

Diocesan targets for contributions to the 2010 Fund will not be increased but will remain the same as the 2009 Fund, which were approved by the Standing Committee in March 2008.

* This grant was referred back to the Priorities Fund Committee for further consideration and is subject to final approval from the Standing Committee.

- (b) Accounts for the year ended 31 December 2008 are included as Appendix L on page 208. Contributions to the Fund do not close until the end of February. The amount actually received by 28 February was €481,754.

26. PROPOSED WORKING GROUP ON CLERGY TIED HOUSING

In November 2008, the Rev FJ McDowell submitted a letter to the Standing Committee for consideration. It stated that the consultation of clergy and clergy spouses in 2007 and 2008, by the Church of Ireland Marriage Council, had demonstrated that there are significant issues for clergy and their families related to clergy tied housing.

The Standing Committee agreed to establish a working group, to include a member of the Standing Committee, a representative of the House of Bishops, the Commission on Ministry and the Church of Ireland Marriage Council and members nominated by the Representative Church Body. A proposal, terms of reference and names will be brought to the Standing Committee in April 2009.

27. REVIEW OF COMMITTEES

The Church in Society Committee, the Board for Social Responsibility RI and the Board for Social Action NI are engaged on a project to restructure the work of the Church on social theology in action. The following proposal was approved by the Standing Committee in March 2009.

That the restructuring proposal from the Church in Society Committee, the Board for Social Responsibility RI and the Board for Social Action NI be approved and an enabling resolution be appended to the Report of the Standing Committee to the General Synod 2009.

The restructuring proposal is included as Appendix M on page 210.

28. SAFEGUARDING TRUST

The following Resolution, passed by the Diocesan Synod of Derry and Raphoe on 25 October 2007, was conveyed to the Honorary Secretaries of the General Synod for consideration by the Standing Committee:

'2. That this synod request the Standing Committee of the Church of Ireland to have the Provisions of Safeguarding Trust reviewed so that they can be implemented in every parish of the Church of Ireland.

In view of the fact that protection of young people and vulnerable adults is a necessary part of the care of our Church we accept that regulation of that care should go beyond that required by either State in this island. However, due to the differing nature of every parish and community it is not possible for all regulations to be implemented in all parishes. We therefore request that the Safeguarding Trust Committee distinguish between statutory requirements (which must be mandatory in full) and the specific Church of Ireland requirements (which should be implemented as far as is possible in each individual parish).'

After consideration the Standing Committee submitted this item to the General Synod Legal Advisory Committee for opinion.

The Legal Advisory Committee met to consider this issue on 1 October 2008 and 17 February 2009. The Legal Advisory Committee will give its response to the Standing Committee in due course.

29. SPECIAL BILL 2009

Ven PF Patterson submitted an amendment to Resolution 1 that will be brought as a Bill to the General Synod in 2009. The amendment was as follows:

In paragraph 3 delete the words....The Declaration, which was adopted by a Resolution of General Synod Of 1999... and replace with the words... a Declaration...

And in the Schedule in paragraph 3 after the words...distinct differences remain...add the words...the tone and tenor of the language of the...

Ven PF Patterson was concerned that the wording of the Declaration could undermine the validity of the Book of Common Prayer and therefore requested that the Standing Committee submit two questions to the Legal Advisory Committee.

Standing Committee – Report 2009

On the proposal of Ven PF Patterson and seconded by Mr RJH Gallagher, the following resolution was adopted:

That the following questions from Ven PF Patterson be sent by the Standing Committee to the Legal Advisory Committee for opinion:

The proposed declaration to be prefixed to the 39 articles contains a statement, ‘Negative statements towards other Christians should not be seen as representing the spirit of this Church today.’

1. Does this statement have the effect of changing the doctrine of the Church of Ireland so that the theological content of such negative statements no longer expresses the doctrine of the Church of Ireland?
2. How does this proposed declaration affect the Preamble and Declaration prefixed to the statutes of the Church of Ireland? In particular the phrase, ‘The Church of Ireland doth receive and approve The Book of the Articles of Religion.’

The Legal Advisory Committee met to consider this issue on 1 October 2008 and 17 February 2009. The Legal Advisory Committee will give its response to the Standing Committee in due course.

30. UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

The Rev Canon DTS Clements represented the Church of Ireland at the 52nd Session of the United Nations Commission on the Status of Women. A statement to the Anglican Consultative Council from the Anglican Women attending the conference is included as Appendix N on page 212. The Rev Canon DTS Clements will also represent the Church of Ireland at the 53rd Session of the United Nations Commission on the Status of Women will be held in New York from 2 to 13 March 2009.

31. WORKING GROUP ON DISABILITY

A report from the Working Group on Disability is included as Appendix O on page 215.

32. OBITUARY

The following members died since the last session:

Mr TS Donald	Diocese of Cashel, Ossory and Ferns
Mr TD Kidd	Diocese of Cashel, Ossory and Ferns
Rev C Lindsay	Diocese of Kilmore, Elphin & Ardagh

Standing Committee – Report 2009

APPENDIX A

RESOLUTION TO BE PROPOSED TO THE GENERAL SYNOD

1. REVIEW OF COMMITTEES

That the proposal, *Restructuring Proposal: Social Theology in Action*, be implemented and the Interim Board referred to in the proposal be established and tasked with progressing the work contained therein, with the approval of the General Synod.

The proposal may be found at Appendix M on page 210.

APPENDIX B

CHURCH OF IRELAND

Anglican Covenant Response

1. Is the Province able to give an ‘in principle’ commitment to the Covenant process at this time (without committing itself to the details of any text)?

The Church of Ireland is willing in principle to continue its existing commitment to the Covenant process. This process in itself, irrespective of any outcome, has a real value of its own. As this first question clarifies, we are not committing ourselves to the details of any specific text at this stage. We believe that a Covenant could assist the Anglican Communion in so far as it would set forth, in a relatively formal way, what we understand the nature of our common faith and identity as Anglicans to be; it would be an attempt to make explicit what until now has been implicit for Anglicans and could also assist us in our ecumenical dialogue.

2. Is it possible to give some indication of any synodical process which would have to be undertaken in order to adopt the Covenant in the fullness of time?

Presuming that the Covenant would not give rise to doctrinal change, we envisage that it should be brought before the General Synod for ratification or adoption by resolution; this would be a one-year process. As we do not view the Covenant in juridical terms, we anticipate that it would not be incorporated or enacted into the formal legislation or formularies of the Church of Ireland. Further, as each Church of the Communion may wish to place somewhat different emphases in different parts of the Covenant, a general assent appears to us as a more suitable approach. The General Synod, in our polity, is the body with relevant competence to give such assent; it would not be for individual dioceses in the Church of Ireland to consider the Covenant ratification or adoption, as the process involves the Church of Ireland as a whole.

3. In considering the St Andrew’s Draft for an Anglican Covenant, are there any elements which would need extensive change in order to make the process of synodical adoption viable?

We feel that the purpose of the Covenant is intended as a positive statement of our common Anglican faith and identity. In relation to the Appendix, in so far as procedures for dealing with differences are included in the Covenant, we believe that these should focus on conciliation but that they will also need to allow for effective mediation. We have reservations about an overly juridical approach at Communion level; we feel that this could even preclude synodical ratification by the Church of Ireland. Areas of conflict between provinces will best be dealt with as individual instances require; we are wary about devising general rules in the midst of a particular but undoubtedly very serious crisis. While the Covenant should indicate that there would be consequences following any breach of its commitments, it should provide for the principles of conciliation as opposed to setting out further procedural details. Such details should then, naturally, be in the spirit of the Covenant.

Standing Committee – Report 2009

APPENDIX C

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

REPORT 2009

MEMBERSHIP

Rt Rev MAJ Burrows (Chair)	Mr W Kingston (Honorary Treasurer)
Rev OMR Donohoe	Rev JDM Pierce (Honorary Secretary)
Ms R Handy	Rev IP Poulton
Most Rev AET Harper	Ms A Rooke
Rev Canon PA Harvey	Mr TA Smallwoods

- Bishops' Appeal income in 2008 was €504,413 and £249,620 as against €563,132 and £190,367 in 2007.
- Bishops' Appeal will launch its annual newsletter, giving details of projects and grants, at the General Synod.
- Bishops' Appeal will seek to sharpen the focus of its grants at a time when an increase in requests for help is to be anticipated. There will be a desire to achieve the maximum impact with the funds available.
- In partnership with Christian Aid and Tearfund, Bishops' Appeal ran an all-Ireland Appeal in Lent 2008, *The Body of Christ has AIDS*. There was a disappointing response to the appeal, which was rooted in an explicitly biblical understanding of the oneness of the church in Jesus Christ.
- Bishops' Appeal always looks for good stewardship of resources by those to whom grants are made.
- This autumn, Bishops' Appeal hopes to welcome an African priest to Ireland to take up a scholarship the Appeal is funding, in association with Ireland Aid, in memory of Dean Des Harman, who served the Appeal with a wholehearted commitment and thorough stewardship for almost three decades.
- Bishops' Appeal recognizes that the economic crisis poses great challenges for the world's poorest people and calls on Church members to share in the response to those challenges.

Standing Committee – Report 2009

BE VERY CAREFUL, THEN, HOW YOU LIVE *Ephesians 5:15*

At a time when there is a great multiplicity of aid agencies, it might reasonably be asked why we persist with Bishops' Appeal? Why collect money for a Church of Ireland committee to allocate? Because we believe that we raise money in an efficient and cost effective manner and because we believe we can get money directly to those who are going to have the most impact in local situations. Being careful in a time of economic dearth means looking at who is most effective in achieving the goals we all desire. The evidence in Africa is that the Churches have a history of being the agents of greatest progress.

Richard Dowden, director Royal African Society, has no romantic view of the Churches, complaining they brought their "insane history" to Africa, but in his book *Africa: Altered States, Ordinary Miracles*, published last year, he concedes that their contribution has been vital. Writing on Uganda, he says:

In colonial times the Churches and their surrounding parishes became powerful centres, political and social as well as religious. When the European missionaries handed over to African priests and nuns that role continued. All over Africa the parish today means schools, health clinics, workshops and an indigenous postal service. In most of Africa the Churches have delivered more real development to people than all the governments, the World Bank and aid agencies combined. Africa's networks of priests, nuns and Church workers are one of Africa's more effective organizations. When states like Congo, Ghana, Angola, Mozambique and Uganda itself collapsed, the self-sufficient parishes used their moral authority to provide protection. Like the monasteries in Europe during the Dark Ages, they kept civilization going.

Being careful how we live means taking seriously the words of someone who, writing from a detached viewpoint, sees the huge potential for good that the Church can achieve. Such potential can only be achieved through the sacrificial generosity of Church members in countries like our own.

NOT AS UNWISE BUT AS WISE *Ephesians 5:15*

The Body of Christ has AIDS Lent appeal in 2008 was an attempt by Bishops' Appeal to act wisely in the face of one of the world's most pressing problems. We believed the title to be an appropriate reflection of Saint Paul's understanding of the solidarity of Christians in the face of suffering. We are particularly grateful to the dioceses of Cashel and Ossory and Derry and Raphoe for their efforts in support of the appeal.

A biblically influenced wisdom in the use of the income of Bishops' Appeal demands a serpent-like shrewdness in considering applications. Contributors to Bishops' Appeal give donations in good faith that what is given will be used to the maximum effect in the places it is intended to reach. The Committee has been alarmed at the level of spending by some aid agencies on the running of their own organizations. The Committee will prioritise grants to agencies where there is evidence that the organization has kept its own costs to a minimum;

Standing Committee – Report 2009

doing so will be in accordance with the wishes of those who support Bishops' Appeal and will hopefully be an encouragement towards efficiency within agencies supported.

MAKING THE MOST OF EVERY OPPORTUNITY *Ephesians 5:16*

Bishops' Appeal hopes that two particular opportunities will present themselves during 2009.

The hoped for arrival of an African priest, on a scholarship in memory of Dean Des Harman, will bring immediate benefits here in Ireland as the person shares with people here experiences and insights from their own country; and lasting, long term benefits in their own community as they translate into action what has been learned here.

The meeting of the Anglican Primates at Alexandria in February 2009 commended the establishment of an Anglican aid and development alliance. This is not intended as an Anglican super-agency, but as a vehicle for co-operation between the Churches; for Bishops' Appeal, such an alliance would provide significant opportunities.

Bishops' Appeal has not the capacity to act as an agency in its own right, but were it to be part of an inter-Anglican agency, it would be able to share with those who have a theological approach to aid and development and who believe that there is a divine imperative, to act justly. An alliance could create the capacity to deliver aid directly to the point of need; grants through an alliance could be targeted and cost effective and, where there are direct individual relationships, there is the potential for a greater degree of accountability than is sometimes possible through impersonal agencies and non-governmental organizations. In the context of the sharp economic downturn in Ireland, an alliance might offer the opportunity of achieving more with less.

BECAUSE THE DAYS ARE EVIL *Ephesians 5:16*

The successive crises in banking and in economic confidence have had a severe impact in Ireland, few Church members have escaped unaffected from circumstances unprecedented in post-war history. Historically, crises have always affected the most vulnerable more sharply than those who have had resources to get them through the difficult times. The current worldwide economic downturn presents a bleak prospect for people in developed countries, but may be fatal for the poorest people in the poorest countries. The shift by rich countries towards protecting their own industries and jobs and the cuts in overseas development budgets mean that developing countries face a reduction in potential earnings from trade and a reduction in development assistance. The reductions will hurt the most vulnerable.

The evidence in the past has been that Ireland, perhaps because of its own history of famine and decades of economic hardship, has retained a spirit of generosity towards the world's poor. We pray in these days that the spirit of generosity will be maintained and that the poorest of the poor will not be left to die through a crisis due in great part to the behaviour of the richest of the rich. Bishops' Appeal would encourage Church members to express to political representatives our desire that our governments act justly and love mercy.

Standing Committee – Report 2009

PERSONNEL

Mr M O'Connor continues his tireless work as part-time Education Adviser to the Bishops' Appeal Committee, prepared to travel anywhere to speak with passion on issues of world development and justice. We would encourage parishes and dioceses to invite Mr O'Connor to speak at services and at meetings.

Within the membership of the Committee, a new secretary and treasurer were appointed. The Rev JDM Pierce assumes the role of secretary from the Rev IP Poulton, who had been appointed secretary after his return to the Committee in 2006. The Rev OMR Donohoe, who has acted with considerable verve and enthusiasm as treasurer and projects co-ordinator since joining the Committee in 2000, is succeeded as treasurer by Mr B Kingston; the Rev IP Poulton will continue to process grant applications. Mr Poulton's colleagues on the committee would wish to acknowledge the depth of insight and indeed theologically motivated commitment which he has brought to a very demanding range of responsibilities with Bishops' Appeal over recent years. We pray for the new office holders in their duties.

Bishops' Appeal could not function without a network of diocesan representatives and without the support of innumerable people in parishes. We rely on volunteers and are always grateful for any assistance received. If there are organisational issues, such as questions over leaflets and envelopes, we need Church members to raise these matters; otherwise it is not possible to respond.

TAX EFFICIENT GIVING

Bishops' Appeal has been encouraged by the steady increase in income from tax refunds. 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 taxpayers making a donation of €250 or more in the tax year. Taxpayers in Northern Ireland can avail of the Gift Aid scheme, which allows charities to reclaim 28% of all donations, made by taxpayers. Details of both schemes are available from the RCB office in Church House, Dublin and Church of Ireland House, Belfast.

THANKS

The Committee wishes to again record its thanks to the staff in Church of Ireland House, particularly Ms D Smyth and Mr A Clements, for their ever courteous and efficient assistance in the financial management of the Bishops' Appeal funds.

Standing Committee – Report 2009

BISHOPS' APPEAL ACCOUNT 2008

FUND ACCOUNT	Year ended 31 December	
	2008	2007
	€	€
INCOMING RESOURCES		
Contributions	733,392	802,552
Deposit Interest	6,626	4,681
Sterling translation loss	(13,052)	(1,413)
Tax refunds	26,463	20,183
	<u>753,429</u>	<u>826,003</u>
RESOURCES EXPENDED		
Grants	722,982	873,776
Printing and stationery	12,264	13,851
Administration & Personnel costs	31,652	28,137
	<u>766,898</u>	<u>915,764</u>
Deficit for year	(13,469)	(89,761)
Balance at 1 January	142,877	232,638
Balance at 31 December	<u>129,408</u>	<u>142,877</u>
EMPLOYMENT OF FUNDS		
Cash on deposit	129,408	142,877
Balance at 31 December	<u>129,408</u>	<u>142,877</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2008, €1 = £0.9525 (2007: €1 = £0.7333).

ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Income and Expenditure and the Fund Account for the year ended 31 December 2008. 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
10 March 2009

Standing Committee – Report 2009

BISHOPS' APPEAL CONTRIBUTIONS

	2008		2007	
	Stg£	€	Stg£	€
ARMAGH	26,666	3,523	26,729	1,681
CLOGHER	46,098	7,546	21,202	1,900
CONNOR	37,113	150	37,541	160
DERRY & RAPHOE	65,844	26,075	40,437	23,249
DOWN & DROMORE	43,998	-	50,903	-
DOWN DROMORE & CONNOR	5,200	-	950	-
KILMORE	894	11,087	-	18,320
ELPHIN	-	9,384	-	7,781
CASHEL & OSSORY	-	66,990	-	74,505
FERNS	150	23,734	100	21,032
CORK	-	47,359	-	87,441
DUBLIN	50	197,059	-	216,816
LIMERICK	-	15,448	-	18,324
MEATH & KILDARE	-	46,331	-	56,590
TUAM	-	9,227	-	6,128
ANONYMOUS (UNKNOWN)	-	-	1,930	-
INDIVIDUALS (INCL. LEGACIES)	3,213	16,288	5,351	16,146
OTHER	500	12,009	-	-
TOTALS	229,726	492,210	185,143	550,073
TOTALS IN EURO		733,392		802,552

BISHOPS' APPEAL GRANTS PAID

TYPE OF DEVELOPMENT	2008	2007
	€	€
Disaster Relief	68,374	176,000
Health & Medical	187,734	175,615
Education/Communications	306,073	167,520
Rural Development	160,801	354,641
Totals	722,982	873,776
DEVELOPMENT AGENCY		
	€	€
Christian Aid	141,488	287,938
CMSI	97,244	78,842
Tearfund	25,000	17,860
Feed the Minds	13,532	47,629
Others	445,718	441,507
Totals	722,982	873,776

Standing Committee – Report 2009

BISHOPS' APPEAL GRANTS PAID

GEOGRAPHICAL LOCATION

AFRICA - €276,185 and £155,575

Agricultural Training	Burkina Faso	Christian Aid
AIDS Education	Tunisia	Bible Society
Asra Hawariat School Fund	Ethiopia	Direct
Body of Christ has AIDS	Africa	Christian Aid
Body of Christ has AIDS	Africa	Tearfund
Children's Social Services	Kenya	Aidlink
Girl Friendly School	Togo	Plan Ireland
Health Care	Sudan	CMSI
House Building	Mozambique	Habitat for Humanity
Improvement of Agricultural Techniques	Rwanda	Direct
Jacaranda Farm, Kaduna Project	Nigeria	Direct
Kajiado Famine Support	Kenya	CMSI
Latrines	Zambia	Salesian Sisters
Maternal Health	Cote d'Ivoire	The Leprosy Mission
Meath & Kildare Diocesan Project	Malawi	Direct
Medical Supplies	Zimbabwe	Rev Noel Scott
Nutrition Programme	Zambia	Direct
Project to combat HIV/AIDS	Uganda	Love for Life
Reconciliation Work	South Africa	Vuleka Trust
Refugee Education	South Africa	Feed the Minds
Schools Project	Uganda	Church of Ireland College of Education
Secondary School Work	Rwanda	CMSI
Small Grants Fund	Mozambique	VSO Ireland
Sudan Education Project	Sudan	CMSI
Sudan Refugees	Sudan	CMSI
Ubombo Children's Care Village	Ubombo	Direct
Vocational Training	Uganda	CMSI
Women with Disability	Uganda	Feed the Minds
Youth Development Programme	Tanzania	USPG

Standing Committee – Report 2009

ASIA - €129,77 and £70,998

Community Project	Burma	USPG
Emergency Relief	Burma	USPG
Emergency Relief	Burma	Crosslinks
Flood Relief	India	Christian Aid
HIV/AIDS Project	India	Friends of HOPE
Marginalised Communities	Sri Lanka	USPG
Medical Programme	Bangladesh	USPG
Neyyoor Hospital	India	Dr Derek Jenkins
Pre-School Project	Palestine	Christian Aid
Rehabilitation Programme	Palestine	YMCA, Shepherds' Field
Skills Training	India	Christian Aid
Toilet Blocks and Water	India	Dr Graham's Homes
Traditional Birth Attendants	Afghanistan	SAFE
Wheelchairs	India	Motivation

CENTRAL & SOUTH AMERICA - €72,002 and £2,050

Civil Society Project	Honduras	Progressio Ireland
Project to combat HIV/AIDS	Paraguay	Love for Life
Projeto Bem-me-Quer	Brazil	Sr Helen Regan
Suspension Bridge	Honduras	GOAL
Women's Integral Education	Guatemala	Christian Aid

OTHER - €5,000

RTE TV Documentary	Developing World	KMF Productions
--------------------	------------------	-----------------

Standing Committee – Report 2009

APPENDIX D

CENTRAL COMMUNICATIONS BOARD

The Annual Report of this Board incorporates reports from the Broadcasting, Internet and Literature Sub-Committees from March 2008-February 2009.

MEMBERSHIP

Most Rev AET Harper (Chair)	(House of Bishops) To November 2008
Rt Rev TR Williams	(House of Bishops) November 2008
Very Rev JFA Bond	(Standing Committee)
Most Rev RL Clarke	(Broadcasting Committee)
Rev EV Cremin	(Chair – Broadcasting Committee)
Rev Canon Dr IM Ellis	(Honorary Secretary) resigned November 2008
Ven RG Hoey	(Chair – Internet Committee)
Mrs J Leighton	(Representative Body)
Dr K Milne	(Chair – Literature Committee)
Dr R Refaüssé	(Hon Secretary – Literature Committee)
Mr DC Reardon	(Church House Senior Management)
Head of Synod Services & Communications	(<i>ex officio</i>)
Press Officer	(<i>in attendance</i>)

EXECUTIVE SUMMARY

The Board welcomed the appointment of Mr Paul Harron, based in the Press Office in Belfast. The Church of Ireland website ‘Worship Section’ was launched in November 2008 by the Liturgical Advisory Committee. The Internet Committee plans to review the design and operation of the website. In Broadcasting, the Committee regretted cuts in its own training budget, and also cuts in the RTE budget for religious services on radio. The Committee hopes to work with RTE to develop a magazine format as part of the Sunday morning religious television service enhancing the existing broadcast of religious services with more elements of witness, discussion and reflection. The Committee was also concerned about the threat to public service content in the UK and encouraged OFCOM, the regulator, to ensure that religious content and other public service content is maintained. The Literature Committee undertook a major project, producing Malcolm Macourt’s book *Counting the People of God*, an analysis of the Church of Ireland population reflected through the last Irish census. The CCB’s Diocesan Communications Officer training focused on developing writing skills for web applications and also on the importance of continuing to develop the work of the Hard Gospel Project in communications activities.

OBJECTIVES 2009-10

- Review the diocesan communications infrastructure and work with dioceses to ensure an effective service that meets modern communications requirements;
- Maintain Church of Ireland publishing capacity within current financial climate;

Standing Committee – Report 2009

- Focus on maintaining strong religious broadcast output through engagement with RTE and BBC;
- Review Church of Ireland website;
- Provide media training to Church personnel.

Media training

From 2008, the CCB and the Broadcasting Committee has engaged in a programme of media training. The importance of mass media is growing and the development of digital and internet platforms increases the opportunity to use these communication skills effectively. As 2008 was a Lambeth Conference year, the Board provided specific training for Bishops and the feedback from this was very positive. The Board regretted that the training budget was cut from the 2009 budget, apart from a small contingency amount. Given the importance of widening the pool of trained individuals so that the Church is equipped to deliver high quality broadcast liturgies, spokespersons and also local broadcasters, the Board urges the General Synod to reinstate this aspect of our work in the near future.

Accessible Communications

Each year, the CCB encourages the Church to remember the needs of disabled worshippers. *The Church Hymnal* and the *Book of Common Prayer* are both available in large print and Braille formats from the Braille Unit at Maghaberry Prison. The Board thanks Mr David Johnstone, Head of the Braille Unit for his ongoing work in providing these materials in Braille. This is a free service. Advice on the creation of alternative formats for minutes, reports, service sheets or other materials such as Sunday School materials is available from the Synod Services and Communications staff in Church House, Dublin. Parishes and dioceses are encouraged to develop their use of alternative formats to increase participation in Church life and worship. The CCB places a high priority on this area of work and would like to see greater uptake of the materials already available. The Braille Unit at Maghaberry may be contacted at maghaberrybraille@hotmail.com

Communications Support for the Hard Gospel Values

With the end of the Hard Gospel Project, the CCB identified the continued promotion of the key values of the project as a central component of the Church's communications strategy. The Diocesan Communications Officers met in January 2009 for a special training day and appreciated a session with Bishop Trevor Williams, a former member of the Hard Gospel Committee and now Chairman of the Hard Gospel Implementation Working Group. The session focused on ways to keep these themes alive and to encourage people to reflect on what they mean.

Diocesan Communications Network

Communication is central to modern Church life, whether it is through traditional mass media (including local radio and newspapers) or through internal church communications (websites, web-based transmission, teleconferencing, magazines, tapes, information sheets and notice boards, CDs and videos).

Standing Committee – Report 2009

The CCB would like to draw particular attention to communication at the diocesan level. Many dioceses have now appointed a Diocesan Communications Officer, and in some cases, also special radio officers dealing with local radio stations. This network has proved invaluable where it is put in place and properly resourced. The Board offers its thanks to dioceses which have taken this step and encourages others to do likewise. During 2009/2010, the CCB will be engaging with the dioceses to explore the implications of new technology for the mission of the Church, with a view to deepening the Church's communications resource at the diocesan level.

The CCB welcomes the publication by the Church in Society Committee of *Pastoral care in a digital world*, which is a thought-provoking analysis of the changes that technology is bringing.

Personnel

The Board thanks the Rev Canon Dr Ian Ellis for the contribution he made during his membership of the Board.

The Board welcomes Mr Paul Harron to the communications staff. Mr Harron is based in the Belfast Press Office. The Board also thanks Mrs Jenny Compston for her work in the Press Office, providing support to the Press Officer. The Board also thanks Ms Michelle Carter, Ms Charlotte Howard and Mr Alastair Graham for their work on the website and internet services.

Sub-committee Reports

LITERATURE COMMITTEE

MEMBERSHIP

Dr K Milne (Chairman)

Prof R Gillespie

Rev PK McDowell

Ven RB Rountree

Rev B Treacy OP

Ms Cecilia West

Very Rev SR White

Dr R Refaussé (Honorary Secretary) Mrs J Maxwell (*ex officio*)

In attendance: Dr S Hood, Publications Officer

Mr P Harron, Press Officer

EXECUTIVE SUMMARY

In 2009 the Committee will seek to:

- Promote Church-related publications within and beyond the Church of Ireland
- Manage Church of Ireland Publishing in the new economic climate

Standing Committee – Report 2009

- Evaluate applications for support from the General Synod Royalties Fund

OBJECTIVES 2009

- Promote the use of electronic publishing as well as traditionally printed material to maximise the use of resources.
- Implement a formal promotion and marketing, sales and distribution, management structure.
- Work towards the publication of a Church of Ireland parish handbook, a study of lay readers, and a booklet on pastoral care and the digital world.

CHURCH OF IRELAND PUBLISHING

The Literature Committee has continued to devote much of its time to furthering the work of Church of Ireland Publishing (CIP), the publishing imprint for the Church of Ireland. The Literature Committee will produce the new Church of Ireland Handbook in 2009. The Royalties Fund remains healthy, despite the economic downturn. The Committee successfully produced Malcolm Macourt's *Counting the People of God*, which was launched by the former Primate, the Rt Rev Robin Eames, in Belfast and by the Archbishop of Dublin, the Most Rev Dr John Neill, in Dublin and Dr Garret FitzGerald.

The CIP website (cip.ireland.anglican.org) was updated.

The following titles were published in 2008:-

Gillian Kingston, *Working out the covenant. Guidelines for the journey.*

Malcolm Macourt, *Counting the people of God? The census of population and the Church of Ireland.*

Brian Mayne (ed.), *Sunday and weekday readings 2009.*

Kenneth Milne (ed.) *Journal of the General Synod 2007.*

In addition CIP facilitated the publication of a *Confirmation Handbook* by Mr Andrew Brannigan.

PUBLICATIONS OFFICER

The Publications Officer attended a CLÉ course on editorial project management and continued to work with the designer, Mr Bill Bolger.

In addition to preparing the CIP titles for publication she undertook additional design work on the the bishops' mission statement, *Growth, Unity, Service*, provided advice for *Singing Psalms* and facilitated the digitization of the proceedings of the General Convention, 1870.

GENERAL SYNOD ROYALTIES FUND

The Committee recommended the following grants:-

€5,000 to produce *Counting the People of God* by Dr M Macourt

€500 to assist with the editorial and design work of a *Directory of migrant-led churches & chaplaincies*

€850 to the Very Revd RB MacCarthy towards the publication of a study of J.H. Bernard.

€1,000 to Canon David Crooks towards the publication of *Clergy of Tuam, Killala & Achonry.*

€2,000 to *Search* to assist with short term cash flow problem

Standing Committee – Report 2009

€3,500 to APCK for printing a leaflet on marriage
£1,000 to produce a book on Church of Ireland Churches dedicated to St Anne by Dr M Scarlett

In addition the Standing Committee approved a grant of €2,000 from the General Synod Royalties Fund to enable the Hard Gospel final report to be printed and requested the payments of grants totalling €19,000 to the Hard Gospel project as previously agreed.

The Standing Committee also agreed that the sum of €44,375 be made available for the printing of 3,500 copies of the large print pew edition and 1,500 copies of the presentation edition of the Church Hymnal (2000).

BROADCASTING COMMITTEE

Membership

Ms R Buchanan

Most Rev Dr RL Clarke

Rev EV Cremin (Chair)

Mr R Childs

Rev TW Gordon

Rev Dr R Tosh

Appointed: January 2009

Head of Communications (*ex officio*)

Press Officer (*ex officio*)

PURPOSE OF THE COMMITTEE

The Committee reviewed its objectives in 2008 and identified four objectives for the current three year period.

- Broadcast training
- Monitoring
- Preparing for the digital future
- Media sector engagement – lobbying, maintaining links, responding to consultations.

EXECUTIVE SUMMARY

The report outlines changes in religious programming by RTE regarding the introduction of a magazine format as part of the televised religious service output, and a cost reduction measure in respect of radio services. A section of the report focuses on the implications of the change to digital transmission in terms of religious programming. There is a review of the broadcast training programme, which focused on preparation for Lambeth 2008. The regulation of public service content in the UK, which embraces most religious programming is the subject of an ongoing OFCOM consultation, the progress of which is also reviewed.

OBJECTIVES

To maintain the quality and quantity of religious programming output featuring content relating to the Church of Ireland.

Standing Committee – Report 2009

To undertake work directed to supporting religious programming generally and to maintaining the quality of that programming within the public service remit.

Training

The broadcast training programme for 2008/09 focused on providing training for bishops in the lead up to Lambeth 2008. The training focused on two dimensions of broadcast skill: handling information content and presentation. The information content of the training focused on issues that were dominating news media during the months leading up to Lambeth and prepared individuals to deal with interrogative interviews, and also to build practice in communicating what is often complex information in the limited time available on broadcast media. The training in broadcast presentation skills focused on developing physical aspects of presentation, and building confidence in dealing with a medium that can often be intimidating.

Monitoring

The new Press Officer, Mr Paul Harron, has been helpful to the Committee in developing a profile of religious programming and in drawing the key items to the attention of the Committee for further consideration. This has facilitated better liaison with producers to get more out of religious content. A good example is the revised format of the joint Christmas message from the two Archbishops of Armagh broadcast by RTE, which allowed them to speak in an active context from the Lisanally Special School in Armagh, rather than simply a ‘straight to camera’ piece. Viewing figures for this were correspondingly increased by 20% to 113 000.

Preparing for the digital future

Despite the swift change in the economy and its dramatic impact on advertising revenues, and consequent pressure on public service content, the move to digital broadcast transmission is set to go ahead in both the UK and Ireland. The process of digital switchover is too far advanced not to proceed.

Digital transmission technology can carry more content and therefore to enable more competitors to enter the market. It had been assumed that a robust economy would generate increasing advertising revenues, which would offset the increased competition that would be generated by the use of digital technology.

Instead, it is likely that some broadcast companies will fall victim to commercial pressures as the industry competes to chase declining revenues and static audiences. This is particularly true in the UK, where a competitive market vision has driven development of the media sector. It is less true of Ireland, where RTE remains the primary broadcast player.

Of particular importance to the Churches, is the impact of competition, economic factors and the digital switchover on public service broadcast content.

Public service broadcast content was the concept that underpinned the creation of the BBC and of RTE. The term embraces broadcast content to inform, educate, entertain and provide mass communication inputs that influence or help society for the better. The fees raised by the TV license scheme, were used to sustain the BBC’s and RTE’s public service remit. In the UK, the BBC was not permitted to compete for commercial

Standing Committee – Report 2009

revenues (advertising), but commercial providers were excluded from sharing in the license fee. Over time in the UK, the public service concept has also been embraced by other broadcasters, and there is currently a big debate in the UK as to which media organizations ought to produce public service content, and how this should be funded.

Even before the economic downturn, commercial channels in the UK, in particular the ITV network, were putting forward the argument that despite commercial revenue, they could not break even and sustain public service programming. They have made a strong case for either sharing the license fee income, or for a competition based approach to a general fund for public service content.

The broadcasting regulator, OFCOM, has been conducting an ongoing consultation over the last few years, to ascertain the way forward in terms of future regulation of public service broadcasting content, which is an important and currently vulnerable aspect of broadcasting. Public service broadcasting is particularly important to the Church, because it includes religious programming. Public service programming also includes the areas of sport, news and current affairs, documentary and drama. Religious programming has tended to get a very small portion of the resources addressed to public service programming. Any threat to public service content represents a magnified threat to maintaining religious programming.

Having considered the various factors involved, the Committee agreed that the importance of maintaining public service broadcast capacity had to be the first consideration. The Committee observed that proposals to increase the number of public service providers to include more commercial operators appeared to be impractical, as even the largest of these, ITV, has found it impossible to achieve a cost-benefit balance in respect of public service programming during what has been described as the ‘boom years’ of the past decade. ITV has indicated that it would require extensive public money to be injected in order to achieve any measure of breakeven, in terms of public service programming. The Committee felt public service programming would be put at great risk if the money currently directed to the BBC was diluted among a number of commercial competitors. In particular, the Committee felt that a competitive PSB Fund, would almost certainly see available PSB funding directed to the biggest genres of public service content (sport, news and current affairs, drama) with those areas, including religious programming, which are already treated as the Cinderellas of public service content, being squeezed even further out of the mainstream.

The Committee was therefore extremely pleased when OFCOM’s report favoured the model that maintains as much PSB content as possible within the BBC, currently the main provider of public service programming, and refused to consider those models that dilute PSB content. The Committee noted that the proposed model is the one that works best in terms of provision of religious programming for Northern Ireland. The model proposed, Model 1, would continue to make provision for PSB within the ITV network, and this was also welcomed by the Committee subject to certain points raised at General Synod 2008. The Committee noted the critical comments made at last year’s General Synod, which complained of the lack of religious programmes on the ITV network, which includes Ulster Television (UTV), although the Committee noted the contribution that UTV has made in terms of news and current affairs programming, which does

Standing Committee – Report 2009

contribute to an understanding of developments at the societal level in Northern Ireland. The Committee encourages UTV to review its policy on religious programming within its public service output and has set out the aim of initiating a dialogue with UTV management as one of its objectives for the coming year.

RTE

In Ireland, RTE continues to be the main provider of public service content by regulation, and, thus is facing somewhat less difficulty in terms of the digital switchover than the UK broadcast sector. However, the economic downturn will also have implications for religious programming in Ireland.

With a view to revitalising the content of the broadcast religious services on Sunday morning, RTE has been exploring with the Committee and the relevant bodies in the other Churches, the possibility of introducing new elements to the televised religious service on one of the monthly services. These would take the form of inserts that cut away from the service to enable, for example, a short interview with a parishioner offering a moment of personal witness, or perhaps, to reflect a special focus such as vocation, a short debate on challenges for the Churches in relation to this.

At the beginning of 2009, RTE took a decision that no additional budget would be available to revise the format of religious service programming in the coming year, although there is general agreement that the proposal is a good one.

The altered economic climate also resulted in RTE taking a decision that the cost of radio services must be cut, by asking participants to record two services on each occasion. The Committee notified this decision to the Bishops' meeting, and to staff in the communications network of the Church. The Bishops were asked to identify clergy and parishes with liturgical and broadcasting skills to ensure that the quality of broadcasts is enhanced rather than diminished by this new arrangement.

RNN

Religious News Network, the syndicated religious news service which produced bi-monthly material for local broadcasting stations continues to be an important contributor to religious programming in the Republic of Ireland. The Committee thanks those members of the Church of Ireland, who serve on the Board of RNN and assist in developing the programming on behalf of the Church.

Media sector engagement

The Committee continues to maintain its links with the BBC, UTV, RTE, Ofcom, ICCTRA, the Churches Media Council, the Westminster Media Forum, the Voice of the Listener and Viewer and Religious News Network (RNN). The Committee hosted representatives of the northern and southern broadcast media at two events during the year, facilitating discussion of issues facing the Churches and the industry at this time. In December, the Committee agreed to support a call for emergency funding from RNN, which provides a bi-monthly recording of Church news to local radio stations in the Republic of Ireland. This is a valuable service, which carries Church of Ireland content to local audiences and to which the Church of Ireland has been a contributing funder for more than a decade.

INTERNET COMMITTEE

MEMBERSHIP

Ven R G Hoey (Chair)
Ms M Carter (IT department - RCB)
Mr A Clements (Head of Finance - RCB)
Ms S Wynn
Mr P Neill
Rev PG Heak
Mr N Hutchinson
Rev AJ Ruffli
Head of Communications (*ex officio*)
Press Officer (*ex officio*)

ROLE OF THE INTERNET COMMITTEE

The Internet Committee advises the Central Communications Board on the use of the Internet in the Church of Ireland.

The Internet Committee works in two main areas:

- maintaining and developing the content and presentation of the Church of Ireland website and the General Synod website
- encouraging and developing the use of the internet among Church members.

EXECUTIVE SUMMARY

The Internet Committee's objectives were revised in June 2008 as it was agreed that much of the technical infrastructure is now established as a function of the IT department with specific elements of work outsourced. The focus of the Committee will now shift to dealing with issues of content and presentation of content. A second objective is to identify and promote new uses of internet to the benefit of the Church of Ireland. The Liturgical Advisory Committee (LAC) took over responsibility for the Worship section of the Church of Ireland website.

FUTURE OBJECTIVES

Work with committees to encourage greater creative use of the website to communicate with the Church

WEBSITES & HOSTING SERVICES

The anglican.org support was taken under the management of Church House, with the maintenance of folders and mailboxes being provided by the IT department. This addressing system, which operates throughout the Anglican Communion, is now established for more than a decade and is well understood. There are about 600 addresses in Ireland of which more than 400 replied to a recent survey of use. The Online Directory for clergy use became active during the first six months of 2008. The password protected e-mail service became active in mid-July.

Standing Committee – Report 2009

BLOGS

Blogs are an increasing fact of life and there are several Church of Ireland ‘blogs’. The Committee considered whether blogs can be regarded as part of an official site as the main purpose of a blog is to present personal opinion and views.

The Committee agreed that the main website could not host blogs for these reasons. The Committee agreed that a disclaimer, at least, is required on any related Church sites that contain blogs, such as the Hard Gospel website. A communication on this subject was circulated to all webmasters.

DISTANCE LEARNING

The Committee is pleased to note increasing interest in using the internet for distance learning. The practical outworking of this is likely to be the responsibility of the Library and the Theological Institute and other possible users rather than of the Internet Committee.

REVIEW OF WEBSITE

In line with its objective of focusing on content and presentation, the committee is conducting a review of the website to maintain a fresh appearance and content. Wider use is being made of photographs to add interest.

MEETING OF WEBMASTERS

The Committee agreed to host a meeting of webmasters in the Church of Ireland in 2009, to find out the issues that are of importance or concern to this group.

PRESS

It was noted that members of the secular press are making wide use of the Church website commenting especially on the immediacy of the Press Release section and the overall usefulness of the General Synod website for information and reference.

APPENDIX E

Church of Ireland Working Group Responding to the Consultative Group on the Past

The Consultative Group on the Past has spent the last 18 months reflecting on 40 years of pain. All view the past from their own perspective and proposals in themselves cannot fix the hurt that so many continue to experience. In facing up to the painful discussions which will inevitably flow from this Report, we must pay particular attention to those who continue to suffer and their need to be heard and understood.

The task we face as a Church and as individuals is to consider the proposals which flow from the Group's wide-ranging consultations. This will demand a new commitment to listen to those whose perspectives differ from our own. As a Church, we have begun to do this through our Hard Gospel process.

Moving forward together will not be easy. While we have had a degree of political accommodation, the process of human reconciliation has only just begun. We must now find new ways to talk, listen and act together if we are to secure a shared and peaceful future.

The Church of Ireland is committed to moving beyond sectarianism. The report includes a range of proposals which will challenge us, not least the Churches. Together, we must give careful consideration to the specific issues highlighted including that of education. We welcome the proposal for an annual 'Day of Reflection and Reconciliation' while mindful that the coming years should be regarded by us all as a sustained period of reflection and reconciliation.

This is a defining moment for everyone in Northern Ireland – not just in respect of the past but in shaping our future. We reaffirm our commitment to working hard at engaging with one other.

Chair of Church of Ireland Working Group Responding to the Consultative Group on the Past:
The Rt Revd Dr Michael Jackson, Bishop of Clogher

APPENDIX F

GENERAL SYNOD 2009

PROCEDURE GUIDELINES

The General Synod 2009 is being held in Armagh City Hotel from Friday 8 May to Sunday 10 May. As the Synod is occurring over a weekend there are some changes to the timetable. The Synod Service will be held on Sunday 10 May in St Patrick’s Cathedral, Armagh at 11am.

The General Synod 2009 is introducing a new procedural format, the details of which are outlined below. Please ensure that this information is transmitted to all members of your committee. The aim of the new ordering of business is promote debate on the issues and involvement amongst the members of General Synod.

Committees will be grouped together in acknowledgement of their function. The four categories of committees will be ‘Mission and Ministry’, ‘Anglican, Ecumenical and Interfaith Relations’, ‘Social Affairs’ and ‘Administration’. Please see the table at the end of the document for your information.

The timetable for General Synod will be altered to reflect the committee groupings. There will be a time for Discussion of Reports and a subsequent time set aside for Committee Motions. An example of a segment of the timetable is outlined below:

16.30	Anglican, Ecumenical and Interfaith Relations
	The Commission for Christian Unity and Dialogue
	The Covenant Council
	Discussion of Reports
	Committee Motions

The procedure for General Synod 2009 will be as follows:

1. The Honorary Secretaries will lay the *Book of Reports* on the table.
2. Committees will be grouped together according to the timetable motion.
3. The President will inform the General Synod that it is time for the Discussion of Reports and will invite the committee members appointed by their committees to move, without speeches, to have their reports considered by General Synod and will retain their right of reply until the points have been received from the floor.
4. A debate will follow as directed by the President.

Standing Committee – Report 2009

5. Members of General Synod may debate the reports and raise questions directly from the floor as in previous years.
6. Following the debate, the President will invite the committee appointees to use their right of reply. The committee appointees conclude their remarks by moving that the reports be received by the General Synod.
7. The committee appointee will move to have the report received by the General Synod and a formal seconding will be required.
8. The President will then direct the General Synod to move to the Committee Motions.
9. It is to be noted that a proposed resolution is a motion. Once a motion has been resolved it becomes a resolution of General Synod.
10. Committee Motions, as in previous years, should include an action required after its proposed resolution. Examples of such motions from General Synod 2008 are as follows:

Standing Committee:

That a small implementation group be appointed by the Standing Committee, for a period of three years, to identify the priorities from the report, *Living with Difference – A Reality Check*, and to bring forward specific resolutions to the Standing Committee to implement the recommendations contained in the report.

Church of Ireland Council for Mission:

That the General Synod authorises the Church of Ireland Council for Mission to gather, compile in standardised form and analyse the already existing information in each parish and diocese concerning trends in worship and pastoral offices and endorses the planned trial in three contrasting dioceses.

Commission on Church Buildings:

That the unexpended allocation held by the Commission be transferred back to the Representative Church Body and that the Representative Church Body be requested to present a Bill to the General Synod of 2009 to disband the Commission.

Committees that have produced opinions, statements or position papers during the year may also take this opportunity to request that General Synod accept such a document as the official opinion of the Church of Ireland in the form of a Committee Motion.

If a motion is deemed not to require an action, it may be taken with the approval of General Synod.

Standing Committee – Report 2009

11. A committee appointee will propose the motion and will be allocated five minutes for the speech.
12. There will be no seconding speeches. A formal seconding will be required.
13. The voting procedures remain unchanged.
14. **In accordance with Standing Orders and precedents the Representative Church Body, Standing Committee, Church of Ireland Pensions Board and Boards of Education reports, proposing and seconding procedures will remain unchanged.**

Mission and Ministry
The Church of Ireland Marriage Council
The Church of Ireland Youth Department
The Commission on Ministry
The Council for Mission
The Hard Gospel Committee
The Liturgical Advisory Committee
Anglican, Ecumenical and Interfaith Relations
The Commission for Christian Unity and Dialogue
The Covenant Council
Social Affairs
The Church in Society Committee
The Board for Social Action (NI)
The Board for Social Responsibility (RI)
Education
Board for Education NI
Board for Education RI
Administration
Report of the Representative Church Body (not more than 2 hours)
Report of the Standing Committee (not more than 2 hours)
Report of the Pensions Board (not more than 45 minutes)

The Standing Committee – Report 2009

APPENDIX G

THE HARD GOSPEL REPORT 2009

PRESIDENT

Most Rev Alan Harper

COMMITTEE MEMBERSHIP *(letters in brackets indicate sub-committee membership)*

Most Rev Dr Richard Clarke

Rt Rev Dr Michael Jackson

Rt Rev Trevor Williams

Very Rev Patrick Rooke (Chair) (A)

Ms Ruth Handy (Vice Chair) (B)

Mr Terry Forsyth (Honorary Treasurer)

Rev Eileen Cremin (A)

Rev Canon Dr Ian M Ellis (Standing Committee)

Mr Bernie Frayne (B)

Rev Kenny Hall

Rev Paul Hoey (Parish Development Committee)

Mrs Margaret McNulty

Rev Daniel Nuzum

Ms Stella Obe (B)

Rev Michael Parker (B)

Ms Kate Turner

Co-opted

Rev Doug Baker (A)

In attendance

Mr David Brown (Church of Ireland Youth Department)

Mrs Jenny Compston (Minutes Secretary)

Mr Paul Harron (Press Officer)

Mrs Janet Maxwell (Communications) (B)

Rev Earl Storey (HGP Director) (A,B)

Mr Stephen Dallas (Project Officer)

Mr Philip McKinley (Project Officer)

Sub Committees

(A) Strategy/Planning

(B) Communications/Publicity

HARD GOSPEL PROCESS

To coincide with the end of the three year Hard Gospel Project, the Hard Gospel Committee met for the last time on 14th January 2009. This brought to an end the first phase of the Hard Gospel Process. Both the Project Team and the Committee had completed their work and in their place a smaller Hard Gospel Implementation Working Group was appointed by the Standing Committee to oversee the implementation of certain aspects of the continuing process. In this respect, January 2009 marked ‘the end of the beginning’ with success or otherwise now depending on the long term mainstreaming of Hard Gospel principles within every aspect of Church life.

At the final meeting, the Chair and Vice-Chair acknowledged the enormous contribution made by the full Committee. Special appreciation was paid to Mrs Jenny Compston (Minutes Secretary and Press Assistant), to Mr Terry Forsyth (Hon. Treasurer), to Rev Doug Baker (Consultant), to Mr Tony Macaulay (Evaluation) and not least to the Project Team of Rev Earl Storey, Mr Stephen Dallas and Mr Philip McKinley.

ACTION TAKEN 2008-2009

- Work with churches in the Craigavon area to engage with minority ethnic communities.
- Presentation and dissemination of 3,000 copies of *Whatever You Say, Say Nothing* – a report and DVD reflecting on the experiences of border Protestants in Clogher Diocese during the Troubles.
- Delivery of a number of *Beyond the Box* seminars, designed to encourage new thinking on difficult issues.
- Partnership with the Church of Ireland Youth Department to write, produce and distribute resources designed to provide innovative means of addressing issues of difference.
- Partnered with AICCMR (All-Ireland Churches Consultative Meeting on Racism) in producing and disseminating a directory of Migrant-led churches and chaplaincies in Ireland.
- Facilitated cross-community engagement in a range of church situations.
- Partnered with the Dioceses of Cork, Cloyne and Ross to deliver a diocesan conference on the theme of *Understanding our History: - Protestants, the War of Independence and the Civil War in County Cork*.
- Facilitated dialogue with a range of organizations including the Orange Order, the Royal Black Perceptory, the Gaelic Athletic Association, the Masonic Lodge of Ireland, the Travelling Community and Changing Attitude Ireland (a gay support group).

The Standing Committee – Report 2009

- Produced research papers on issues such as Church of Ireland Engagement with Loyalism, Youth Work Training, as well as a range of articles for religious and secular media.
- Delivered training in diversity and cultural awareness in a range of dioceses, both north and south.
- Provided training in use of peace-building material to parish and cross community groups.
- Enabled training regarding cultural change for the House of Bishops.
- Provided leadership training for clergy and for Church of Ireland Theological Institute students.
- Helped to produce *Parish Guidelines on Immigrants for Armagh Diocese*.
- Developed a *Diversity Good Practice Guide* appropriate for use at either central or local level.

CONCLUDING ASSESSMENT

One of the first actions of the Project was to commission an independent evaluation of its work. Following the appointment of Macaulay Associates, an evaluation framework and methodology was established and this was undertaken in each of the three years of the Project. This annual evaluation ensured that the focus was maintained on the initial strategy and that new learning was highlighted and acted upon. In January, the end of project *Hard Gospel Project Evaluation Report* was presented to the Committee.

The following is the Independent Evaluator's Concluding Assessment:-

1. *The Hard Gospel Project initiated, developed, supported and coordinated a wide range of activities involving more than 7,500 people across every diocese in Ireland between November 2005 and December 2008. This is the most substantial denominational church initiative of its kind to have taken place in Ireland.*
2. *The Church of Ireland demonstrated its commitment to the development and implementation of the Hard Gospel Project through the level of time and resources invested in ensuring it made a difference. The project was managed effectively through the Hard Gospel Committee and a high level of activity was stimulated and delivered by the small project staff team.*
3. *A major achievement was to raise awareness of the project and the issues it was spotlighting at all levels of the Church of Ireland. The project provided a range of opportunities at all levels to address issues of difference, community conflict and sectarianism. Discussion of Hard Gospel issues has become normative within the Church of Ireland. The issues and approaches of the Hard Gospel are becoming mainstreamed into the Church and there has been a degree of culture change towards*

The Standing Committee – Report 2009

more open discussion of diversity issues. This enabled the Church to take a series of new initiatives and some of these had an impact in the wider community.

4. *The project enhanced the overall capability of the Church of Ireland to take initiatives to build peace and transform communities by providing training and support at parish and diocesan levels and by supporting the development of a series of diocesan and parish level initiatives. The outcome is new initiatives by churches actively contributing to community development and peace-building, including youth initiatives, in a breadth of locations and levels.*
5. *The project developed a series of high quality resources and disseminated these throughout the Church and beyond.*
6. *The project developed demonstration projects that addressed key strategic issues in relation to the legacy of conflict and an increasingly multi cultural Ireland. The projects on immigration and Loyalist communities were at the cutting edge of contemporary diversity and inclusion issues in Ireland during the past three years. They engaged the Church of Ireland in these issues at a level and depth that had previously not been possible. The projects were well designed and delivered by the project staff team and they attracted the attention of wider society. They have been written up and disseminated as models of good practice for the wider church and society.*
7. *The pace of organisational change as a result of the project has been slow. It has taken three years for the beginnings of change in structures, policies and practices to become apparent. In spite of substantial time and resources being invested in research, discussion, committees and publications, this has produced limited change to date. Success can only be measured in terms of any change that actually takes place in the future.*
8. *The project faced challenges including the scale of the task, different expectations and barriers to change within the 'culture' of the Church and the danger of being reduced to the status of a marginal short-term project.*
9. *A major challenge was to both stimulate and support activities to demonstrate new approaches and build capacity while at the same time influence organisational culture, policies, practices and structures so that the Hard Gospel would become a mainstream and embedded long-term process within the Church.*
10. *The project achieved a wider community profile through good media coverage of its activities, as a result of a well-implemented communications strategy. This was most successful when the project highlighted issues that were then taken up and developed into wider public discussions through the media.*
11. *The project was successful in developing a series of new collaborations and partnerships with other churches, organisations and agencies on relevant issues and initiatives. The project staff successfully implemented a series of initiatives with other churches, agencies and groups with a clear focus on creating more open and inclusive local communities.*

The Standing Committee – Report 2009

12. *The plans developed for the post project phase of the Hard Gospel process have a strong focus on mainstreaming the process at a central level, while at the same time identifying ways of supporting sustained interventions at diocesan and parish levels.*
13. *The evaluation has one major recommendation; that the Church of Ireland should put in place the necessary structures, strategies and resources to continue its Hard Gospel process as a long-term mainstream initiative within the Church that will create both internal change and practical action in local communities on diversity issues.*

WAY AHEAD

The Hard Gospel Committee shared the Independent Evaluator's view that the necessary structures, strategies and resources to continue the Hard Gospel process as a long term, mainstream initiative within the Church of Ireland must be put in place. In this connection it welcomed the setting up of the Hard Gospel Implementation Working Group. In stepping down, members of the Committee were conscious that the Church of Ireland needs to do the following:-

- Put together, in a concise form, its commitment to the ongoing Hard Gospel process and its principles. This should be distributed widely.
- Enact the necessary legislation to ensure that the Hard Gospel remains part of the DNA of the Church of Ireland.
- Task different groups/committees within the Church, as necessary, with responsibility to follow up particular aspects of the process.
- Ensure that the Hard Gospel is incorporated in all theological formation learning.

WEBSITE

All Hard Gospel publications, resources and information can be found at www.hardgospel.net

FUNDING

Funding for the Hard Gospel Project came from a range of sources:

- The International Fund for Ireland Community Bridges Programme
- The Department of Foreign Affairs (ROI)
- The Church of Ireland
- The Church of Ireland Priorities Fund
- The Northern Ireland Community Relations Council.

APPENDIX H

Hard Gospel Implementation Working Group

Interim report and proposals from the Hard Gospel Implementation Working Group to the Standing Committee, March 2009.

The Hard Gospel Implementation Working Group has met on six occasions and presents its interim report and proposals to the Standing Committee regarding the implementation and mainstreaming of the main themes of the Hard Gospel Project in the Church of Ireland. Two of these meetings were by teleconference, which the group found very effective as a working method.

The Working Group expresses its thanks to the members of the Hard Gospel Committee, its Chairman, the Very Revd Patrick Rooke, the Archbishop of Armagh, the Revd Doug Baker and the Revd Earl Storey for the generosity of their time in working with the Implementation Group and assisting it in the development of its proposals, along with the inputs from the Standing Committee group chaired by the Rt Reverend Alan Abernethy.

The Hard Gospel project reminds us that we are loved unconditionally by God, so we are called to love one another unconditionally, irrespective of gender, sexual orientation, race or background, and therefore we put forward the vision of a Christian Church that affirms the value of diversity. The committee focused on how our organisation can be developed to work in such a way that this vision of our Church shines forth.

The Working Group considers that many of the proposals emerging from the three years of the Hard Gospel Project reflect the need for a combination of organisational and cultural change.

Organisational change means change to our systems, structures and processes. Cultural change means a change in attitude and how we live. The Hard Gospel is a movement of the Spirit within the Church of Ireland, not just a programme to introduce new rules and policies.

Successful change needs to be championed by each of us. It is an opportunity for active witness. The Hard Gospel asked the question: “Who is our neighbour?” Now, as a Church, we need to highlight the answer to that question in terms of the key themes and values that apply within the Church and wider society.

The aims outlined in the Bishops’ Mission Statement have been of value in defining the three key themes to inspire our Church’s work – growth, unity and service. These now need to be

Standing Committee – Report 2009

considered alongside the values of the Hard Gospel Project – living positively with difference, being accountable and reflecting Gospel values and Christian belief through action.

The Implementation Working Group proposes that the Hard Gospel Project outcomes need to be considered by the appropriate groups and translated into a set of objectives, together with a timeframe and resourcing plan that should be reported back to the Church via the Implementation Working Group and the Standing Committee. Groups are asked to respond to the Working Group by 01 October 2009. Prior to this, the Bishop of Limerick, the Rt Revd Trevor Williams will liaise with the Honorary Secretaries, the Archbishops and Bishops of the Church of Ireland and the Theological Institute regarding the requests made of them in the proposals. The Hard Gospel Implementation Group will consider the responses received from the bodies by 1 October as requested and will collate these proposals and report to Standing Committee in November 2009.

Proposal 1

The key values to underpin the work of the Church of Ireland in respect of mainstreaming the Hard Gospel Project are living positively with difference, being accountable and reflecting Gospel beliefs through action. The Church should adopt these values – which form the lasting legacy of the Hard Gospel Project - and these should be embedded in the future work of the Church at all levels.

Proposal 2

The Honorary Secretaries are asked to prioritise the tasks identified in the table below and to respond as to how they will address these issues in terms of objectives, together with a timeframe and resourcing plan to the HGI Working Group. The table below summarises the items on pages of the report: *Living with Difference, A Reality Check*, and members are referred to this document, which is appended to the end of this report, for the full content).

For the consideration of the Honorary Secretaries	
9.21	Internal structures and attitudes
a	Review of central structures, raise lay participation and diversity
c	Review central structures, affirmative representation of all dioceses and diversity of C of I
d	Timing and place of meetings
e	Limit length of committee service to encourage diverse representation
f	Engage parishioners in work of central committees by improving communication of this work.
g	Addressing racial attitudes in society
h	Agreed approach to ministry to gay and lesbian people to be developed
j	Dialogue between component parts of the Church
l	Good practice guide
o	Draw on good practice in the Anglican Communion and other Churches

Standing Committee – Report 2009

9.22	External relations
a	Proactive, engaging wider society
b	Dialogue, Loyal Orders, loyalist communities, GAA, Travelling community, victims groups, gender
c	Relationship building with African/new Churches
d	Maintaining anti sectarianism and pro-diversity themes at heart of communications strategy
e	Leaders to speak out on hate crime
f	Develop inter-faith work

Proposal 3

The Archbishops and Bishops of the Church are asked to consider the following items:

For the consideration of the Archbishops and Bishops	
9.21 - internal	
i	Senior clergy to give leadership
b	Guidelines for diocesan selection processes, raise diversity
m	Diocesan action plans to be developed
n	Parish co-ordinators to be appointed
m&n	Could benefit from engagement by Parish development, CIYD, Children's ministry, to reach all generations in the Church.
k	Training re diversity issues for clergy, dioceses, parishes
p	1999 Declaration to be widely used
9.22 External	
a	Proactive, engaging wider society
e	Leaders to speak out on hate crime

Proposal 4

The Theological Institute is asked to consider the following items and to recommend objectives with a timeframe and resourcing plan, which are to be returned to the Hard Gospel Implementation Working Group:

For the consideration of the Theological Institute	
9.21 - internal	
k	Training re diversity issues for clergy, dioceses, parishes
p	1999 Declaration to be widely used

The Future of the Hard Gospel

The challenge of dealing with difference is now a universal concern. Through the Hard Gospel Project the Church of Ireland has led the way in examining itself, its membership and its structures on how we deal with difference. As a Church we have to thank the Hard Gospel

Standing Committee – Report 2009

Project team for all they have done. The Project has come to an end. Now, as a Church we have to decide whether this is the end, or the end of the beginning.

The Revd Doug Baker speaking at General Synod in 2007 said *“Success (of the Hard Gospel Project) would involve an integration of the themes and priorities of the Hard Gospel into the ongoing work of every board, committee, and agency of central church structures, and of every group in each parish – so that whenever the Hard Gospel staff, committee and name fade from memory in the Church of Ireland its essence remains. Can the Church of Ireland do it? Absolutely. There is high level support from key leadership and there is plenty of easily identifiable action for every person here to get on with now...”*

This was quoted by the author of the Final Evaluation of the Hard Gospel Project who concluded “that the Church of Ireland should put in place the necessary structures, strategies and resources to continue its Hard Gospel process as a long-term mainstream initiative within the Church that will create both internal change and practical action in local communities on diversity issues”.

So this is not the end but only the end of the beginning. Each of us has a duty to continue the Hard Gospel Process. After all it was Jesus who gave us the command “to love God ... and your neighbor as yourself”.

HARD GOSPEL - DIVERSITY AUDIT

9. Conclusion/Recommendations

9.1 Introduction

The following recommendations are based upon our analysis of the views expressed qualitatively or quantitatively, during the period of the Diversity Audit. They draw together a number of suggested actions set out in previous sections of the report.

We believe that our recommendations should be examined at length and adopted by the Church of Ireland as the foundations for a detailed action plan that will equip the Church of Ireland to take forward its mission in these changing and challenging times.

9.2 Recommendations

We have set out our recommendations in terms of internal and external issues for ease of reference. In doing so we hope that the Church will see past cultural and procedural norms and show leadership and character in taking forward these recommendations which we believe will strengthened the witness and ministry of the Church of Ireland.

9.21 Internally

9.21a Review of central structures should adopt approaches to increase participation from laity, especially from younger people, women and ethnic minorities. In particular:

- Consideration should be given to establishing a target % of female laity on each committee.
- A programme should be commenced to encourage those of other nationality/ethnicity to develop through the clergy and laity of the Church.

9.21b Dioceses should be provided with guidelines for selection of committee nominees designed to increase involvement from those under represented.

9.21c Review of central structures should adopt approaches to ensure balance on committees is reflective, in a balanced way, of all Dioceses and of Church's membership in Northern Ireland and the Republic of Ireland.

9.21d Committee meetings need to be reviewed and adjusted to maximise opportunity for laity to attend including holding more meetings at weekends and more outside of Dublin.

9.21e Length of committee service should be restricted (unless other nominees are not forthcoming).

9.21f Committees should communicate plans/outcomes clearly to Central Communications so that parishioners can be involved in key plans/developments.

9.21g Church should play an active role in addressing prejudiced racial attitudes.

Standing Committee – Report 2009

9.21h An agreed, sensitive approach should be implemented in relation to the church's ministry to gay and lesbians within the church and in wider society.

9.21i Senior clergy should openly recognise challenges of diversity and provide unified, clear and accountable leadership.

9.21j Need to create dialogue space at all levels of the Church with central dialogue occurring through a forum that engages representatives of all central structures/committees. This should be chaired by a senior member of the clergy and act as an advisory body to Standing Committee, potentially facilitated by the Hard Gospel Project.

9.21k Training on how to approach diversity issues and engage in dialogue should be provided to all clergy and made available via Dioceses to parishes.

9.21l A diversity good practice guide should be developed and made available throughout the Church.

9.21m Dioceses should identify key diversity challenges for their area and develop appropriate Diocesan action plans.

9.21n Each parish should appoint a voluntary co-ordinator to promote and develop their parishes contribution to the Hard Gospel objectives.

9.21o In developing new approaches the Church should draw from good practice in the Anglican Communion and in other Christian denominations.

9.21p As part of the policy review, the Church should agree to use more widely the 1999 Declaration on the Articles.

9.22 Externally

9.22a The Church must be more proactive in engaging wider society on a regular and informative manner.

9.22b A vehicle for dialogue must be created and maintained to address sensitive issues with Loyal Orders and loyalist communities.

9.22c Relationships should be built with the growing African/ new church sector across Ireland but especially in Dublin.

9.22d Publicising the work the Church is doing to address sectarianism and prejudice should be an integral part of the Church's communication strategy.

9.22e Leaders need to provide strong Christian leadership in their communities by being quick to speak out on hate crime.

9.22f The church should seek to expand its understanding and engagement with other world faiths that are becoming more evident in Ireland.

APPENDIX I

Historiographer's Report

Cathedrals are proving to be very appropriate launching pads for new publications that have a particular relevance for the student of Church of Ireland history. A most significant occasion was the publication at St Patrick's Deanery in October 2008 of the first volume in the Cambridge Edition of the Works of Jonathan Swift, *English Political Writing 1711-1714*, edited by Bertrand A. Golldgar and Ian Gadd. Dr Robert MacCarthy's *The diocese of Lismore 1801-69* (Maynooth Studies in Local History, Four Courts Press) was launched by the bishop of Cashel and Ossory in St Carthage's Cathedral, Lismore earlier in the year. Dr MacCarthy's *John Henry Bernard 1860-1927: a study of a leader of the Southern Unionists* was also published in 2008. *St Patrick's Cathedral, Dublin: a history is forthcoming*. The Archbishop of Dublin spoke at the launch at Christ Church Cathedral, Dublin, of Dr Virginia Kennerley's *Embracing Women* (Columba Press), and Christ Church was also the venue for Mr Sam Hutchinson's *The light of other days: a selection of monuments, mausoleums and memorials in Church of Ireland churches and graveyards and those whom they commemorate* (Wordwell Press). An article by Dr Kenneth Milne on the 'The Christ Church Cathedral history project' is carried in the autumn issue of *History Ireland*.

The publication of clerical succession lists continues, and at the meeting of the General Synod in Galway the Archbishop of Armagh spoke when three further titles were published by the Ulster Historical Foundation: *Kilmore, Elphin and Ardagh* (edited by Canon David Crooks), *Tuam, Killala and Achonry* (also edited by Canon Crooks) and *Waterford, Lismore and Ferns* (edited by the Revd. Iain Knox). The RCB Library's publishing programme continued with *The registers of St Patrick's Cathedral, Dublin 1677-1869* (edited by JH Bernard and Raymond Refausse) and *Vestry records of the united parishes of Finglas, St Margaret's, Artane and the Ward 1657-1758* (edited Maighread Ni Mhurchadha), both published in association with Four Courts Press. Given the crucial role played by the bishops of the Established Church in the Irish parliament in the eighteenth century, where sometimes they comprised a majority of those present, it is interesting to note the publication by the Irish Manuscripts Commission of *Proceedings of the Irish House of Lords 1771-1800* (ed. James Kelly)

Shortly to be published are *Counting God's People*, an analysis of the most recent censuses of population, north and south, by Malcolm McCourt (Church of Ireland Publishing), and *Dublin's Liberties* (three of which were Church of Ireland lordships), by Kenneth Milne (Four Courts Press). In preparation are an edition of the medieval and Elizabethan churchwardens' accounts of St Werburgh's, Dublin, by Dr Adrian Empey (Representative Church body Library), the clergy succession lists of Meath and Kildare (ed. Mr WJR Wallace) and *The life and letters of Archbishop Boulter of Armagh* (ed. Patrick McNally and Kenneth Milne). Meanwhile, the meetings of the Church of Ireland Historical Society and the thrice-yearly publishing of *Search: a Church of Ireland Journal* provide historians and the general reader with opportunities to familiarise themselves with the very considerable volume of work in progress.

APPENDIX J

MEISSEN COMMISSION

11-14 SEPTEMBER 2008

The Meissen Commission is a joint body of the Church of England and the Evangelische Kirche in Germany (EKD) with the purpose of furthering greater co-operation and unity between the two Churches. I attended this meeting, held in the Protestant Academy in Meissen, Saxony, as Observer for the Celtic Anglican Churches.

The EKD, while it is termed a ‘Church’, comprises the 23 Landeskirchen (regional Churches) in Germany, some of which are Lutheran, some Reformed (Calvinist) and some United (Lutheran/Reformed). The EKD thus embraces different denominational traditions, but holds together effectively although naturally not without tensions at times. There is some discussion over whether or not it is, in fact, a ‘Church’, since it embraces different denominations. This discussion is ongoing, and no doubt will continue for a long time. However, the ordained ministry is fully interchangeable throughout the EKD.

The Meissen Commission was formed in 1988, following an initiative taken by the late Archbishop of Canterbury, Dr Robert Runcie, when he was an official visitor to the 1983 German celebrations of the 500th anniversary of the birth of Martin Luther. The Commission is called ‘The Meissen Commission’ because its governing Agreement was signed in Meissen (in the Lutheran Cathedral). This year’s meeting was held in Meissen and the 20th anniversary of the signing of the Agreement was marked by an evening of reflection on the process and a special service in the Cathedral.

The emphasis in the Commission’s work is on practical co-operation. Some of issues discussed during the meeting were: the twinning of parishes and congregations, English participation in Kirchentag events, youth exchanges, general sharing of information, mutual visits by administrators, the Meissen Library (at Durham), and the teaching of history as it impinges on Anglo-German relations.

There was some discussion of a more doctrinal nature, chiefly focusing on the Anglican and German Protestant understandings of ordination and the practice of episcopacy. Some of the German Landeskirchen have bishops, but they are not in the historic succession. There was discussion of the proposed Anglican Covenant, the EKD being very interested in our current dilemmas.

A particular issue is the question of the enlargement of the Meissen Commission to include the Celtic Anglican Churches as full member-Churches. At present there is one observer

Standing Committee – Report 2009

representing the three Celtic Anglican Churches; this is shared on a rotating basis, which I understand to be five-yearly.

It has to be said that there are very mixed feelings about enlarging the Commission. The Scottish Episcopal Church is in favour; the Church in Wales is against (at least for now); and the Church of Ireland has not formulated an official view, although it would be fair to say that a cautious openness to the concept has been expressed in the Commission for Christian Unity and Dialogue. There would, of course, be funding implications. However, it would ultimately be for the Church of England and the EKD to agree to any enlargement, and there is no enthusiasm for enlargement on the English side; I am not aware of EKD perspectives on this.

An alternative to the Celtic Anglican Churches joining the Meissen Commission as full members would be for them individually to consider having their own bilateral committees with the EKD. However, once again, funding would be an issue, as possibly to some extent would be language. The Meissen Commission works in English when meeting in England and in German when meeting in Germany. A meeting that worked only in English would somehow lack parity, I feel, but I expect that there are sufficient Church of Ireland people who would be able to engage. Then again, I feel the Church of Ireland's double jurisdictional context would make it more suitable for us to have our own relationship with the EKD.

Some years ago, the late Dean of Cashel, David Woodworth, developed a quite elaborate link between the Church of Ireland and the EKD in Herne, North Rhine/Westphalia. I was involved in several encounters and found it very fruitful. The work was mostly in English, but there was some translating. The funding, at least on the Irish side, was at the discretion of local bishops.

I. M. Ellis

21.10.08

APPENDIX K
PARISH DEVELOPMENT WORKING GROUP
REPORT 2009

MEMBERSHIP

Mr D Bain	Mrs C O’Laoire
Rev WKM Brew	Rev PL Storey
Rt Rev KH Clarke	Mr J Tyrrell
Mr P Hamill	Rev AM Wilkinson
Rev DP Hoey	Rev ECJ Woods
Mr AC McElhinney	

Following a review of the pilot programme of parish development for the Church of Ireland, *Church21*, which commenced in early 2006 and drew to a conclusion at the end of 2007, the Standing Committee authorized the Parish Development Working Group, with some change of membership, to run a second programme.

Invitations to apply were sent out to every parish in Ireland at the start of September 2008. Applications were prioritised by the bishops according to specific criteria.

An information day was held at the start of November. Twenty nine parishes from all over Ireland attended.

Twenty-five parishes, of all shapes and sizes, have now been accepted to be part of the programme and have formed Parish Teams who will represent their parishes at the various stages of the two-year process.

The first event, a *Team Together Day*, was held on 14 February at All Hallows College, Dublin, to spell out the process and to offer motivation for the next stage.

The programme involves:

- A six-session preparation course designed to help the parishes identify their key areas of development;
- A three-day conference offering parishes help to shape and share their vision;
- A year-long period of facilitation with external support and accountability;
- A Follow-up Day for parishes to share their stories and to identify what will help them keep motivated for development.

In addition, other key parts of the programme have been established:

1. A Church21 administrator, Mrs Annette McGrath has been appointed and this new arrangement is working well.
2. Facilitators have been recruited and trained.
3. Facilitators have made their initial links with the parishes.
4. The Church21 website (www.church21.ie) has been set up and is being added to regularly.
5. Rev Ian Coffey has been engaged as the Church21 guide and speaker.
6. The parishes are now commencing the first stage of the process, the preparation course.

The next stage, after the parishes have a chance to process the findings of the preparation course, is the Church21 conference in September 2009.

Standing Committee – Report 2009

APPENDIX L

PRIORITIES FUND

INCOME AND EXPENDITURE ACCOUNT	Year ended 31 December	
	2008 €	2007 €
INCOME		
Contributions from dioceses	376,826	620,596
Contributions from individuals	5,000	-
Deposit interest	13,891	11,946
Dividend income	42,609	43,473
Miscellaneous income	2,100	30,032
	<u>440,426</u>	<u>706,047</u>
EXPENDITURE		
Administration expenses		
Salaries and PRSI	23,026	21,742
Organiser's and Committee expenses	5,292	6,415
Printing and stationery	2,874	4,807
Postage and photocopying	1,200	1,296
Miscellaneous and transfers	2,452	2,326
	<u>34,844</u>	<u>36,586</u>
Grants and loans		
Ministry	64,705	61,778
Retirement benefits	2,080	20,573
Education	79,954	74,004
Community	69,672	114,411
Areas of need	59,081	46,229
Reconciliation and outreach	-	47,729
Outreach Initiatives	86,291	73,011
	<u>361,783</u>	<u>437,735</u>
Total expenditure	<u>396,627</u>	<u>474,321</u>
Surplus before currency exchange	43,799	231,726
Currency movement for year	(60,659)	(16,919)
(Deficit)/surplus for the year	<u>(16,860)</u>	<u>214,807</u>

Standing Committee – Report 2009

PRIORITIES FUND

FUND ACCOUNT	Year ended 31 December	
	2008	2007
	€	€
CURRENT ASSETS		
Cash in bank	107	72
Cash on deposit	572,727	586,804
	<u>572,834</u>	<u>586,876</u>
CURRENT LIABILITIES		
Loan for Priorities Fund purposes	(16,760)	(16,760)
PAYE/PRSI	(4,097)	(3,879)
	<u>(20,857)</u>	<u>(20,639)</u>
INVESTMENTS		
Investments held by RCB in trust at cost	657,294	659,894
Balance as at 31 December	<u>1,209,271</u>	<u>1,226,131</u>
FUNDS EMPLOYED		
Balance at 1 January	1,226,131	1,011,324
(Deficit)/surplus for the year	(16,860)	214,807
Balance as at 31 December	<u>1,209,271</u>	<u>1,226,131</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 2008. 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 2008

APPENDIX M

Restructuring Proposal: Social Theology in Action

Description of proposed new structure for the management of social theology in action in the Church of Ireland

Following debate at the General Synod of 2007 and 2008 and in response to the review of committees initiated by the Honorary Secretaries and to the Bishops statement of a vision for the future of the Church of Ireland, the three bodies engaged in social action and theology came together to consider how they might work together more effectively to fulfill their part of that vision.

The Board of Social Action NI, the Board of Social Responsibility RI and the Church in Society Committee agreed to discuss the creation of a common structure to address the effective management of work relating to social action in the Church of Ireland. The parent bodies worked through a sub-group in which they all participated and which was known as the Joint Working Group on Social Action.

Following extensive discussion the three bodies agreed to a restructuring process. Their objective is to create a single oversight committee which will create *ad hoc* sub groups to undertake specific projects that may be deemed necessary to meet the needs of the Church in respect of social action or the theology of social action. The proposed name of the new body is the Board for Social Theology in Action.

With the creation of this new central body, the existing parent bodies, the BSR RI, the Church in Society Committee and the BSA, will cease to exist in their current format, although the legal entity of the BSA, which is a limited liability company called the Board of Social Responsibility NI, will continue to exist and to engage in a range of activities outlined below.

As a matter of policy, the Board will maintain an arms length relationship with any legal entities already delivering, or that may be created to deliver, social services, particularly as these services are generally delivered in a partnership arrangement with state agencies.

The new Board will therefore maintain an arms length relationship with the legal company currently known as the Board of Social Responsibility NI, which currently provides adoption services, fertility counseling services, ministry to the deaf, participates in the Inter Church Addiction Programme, provides family support services and runs a project on drug and alcohol addiction.

Similarly, this principle will apply to PACT, which currently nominates a representative to the Board of Social Responsibility RI and which delivers adoption services in the Republic of

Standing Committee – Report 2009

Ireland. However a suggestion was made that a member of the new board could liaise with organizations like BSR (NI), PACT, Protestant Aid or others that may be appropriate.

It is proposed that the new Board for Social Theology in Action would report to the General Synod. It will have 10 members including one bishop and with the two Archbishops regarded as *ex officio members*.

The membership of the new Board should be selected to include a range of skills necessary to the effective management of the work undertaken: theology, social work, finance, HR, communications, legal advice, grant funding knowledge. In volunteering, potential members should be aware of the extent of the commitment required – probably in the region of 15 days per year.

The remit of work for the new Board is:

- Existing and new social work
- Social action (the project work that is undertaken in response to need)
- Theological and social comment and research.

Proposal

The three parent bodies, through their shared working group, would request that the Standing Committee considers the following proposal to carry forward work towards the development of the new structure as outlined:

That the Standing Committee appoints an Interim Board composed of one representative of the Honorary Secretaries and three representatives from each of the following committees: the Board of Social Action NI, the Board of Social Responsibility RI and the Church in Society Committee, to seek expressions of interest for membership of the new Board and to bring names and proposals to Standing Committee by January 2010 to enable the creation of a Board for Social Theology in Action to replace the existing bodies aforementioned and to exercise oversight and direction of the Church's work in respect of social theology in action.

Mr Sam Harper (Honorary Secretary)
Rt Revd Michael Jackson (Church in Society)
Revd Kenneth Hall (Church in Society)
Very Revd Gordon Wynne (Church in Society)
Revd Canon David Catterall (Board of Social Responsibility RI)
Mr George Glenn (Board of Social Responsibility RI)
Mr Walter Pringle (Board of Social Responsibility RI)
Dr J McGaffin (Board for Social Action NI)
Mr I Slaine (Board for Social Action NI)
Mr R Stinson (Board for Social Action NI)

APPENDIX N

Statement to the Anglican Consultative Council from Anglican Women attending the 52nd Session of the United Nations Commission on the Status of Women in New York February 2008

Introduction

We are a group of over 125 women from 30 countries on six continents who gathered as representatives from all parts of the Anglican Communion to attend the 52nd Session of the United Nations Commission on the Status of Women, “Financing for Gender Equality and the Empowerment of Women”.

Each day we had the opportunity to worship together. We reflected on the Scriptures, the daughters of Zelophedad (Numbers 27: 1-11), the midwives defying the order to kill the Hebrew baby boys (Exodus 1: 15-32), the Syrophenician woman (Mark 7: 25-30), the widow with the two coins (Luke 21:1-4), the persistent widow (Luke 18: 1-5). We prayed and sang together. We also recalled the example of Jesus Christ, His commitment to distributive justice and the many recorded examples of His personal empowerment of women. We shared our stories and heard current day versions of the ancient problems of poverty, powerlessness and violence against women. Improvements in the status of women are happening, but slowly.

Our Anglican Consultative Council and the Lambeth Conference 1998 endorsed the Millennium Development Goals. We were reminded that governments and organisations had failed to meet Goal 3 concerning the empowerment of women and girls by the target date of 2005. However, our Anglican Consultative Council began to move toward equal participation of women with men in decision-making bodies, by passing resolution 13-31 in 2005. We were happy to report that, but we lacked evidence to say what progress was being made on implementing this at the ACC or in provinces or dioceses.

Theme of the 52nd Sessions of the UNCSW: Financing for Gender Equality and the Empowerment of Women

During this CSW, the World Bank launched a new book, *Equality for Women: Where Do We Stand?* Showing clearly that where financial resources are provided, significant improvement toward MDG 3 are made. The Secretary General, Ban Ki Moon, launched a campaign to end violence against women. It is clear that without adequate resources, women cannot escape the cycle of violence. When countries and organisations endorse UN agreements and programs, they must be able to show what actions they have taken. We listened to several days of reports by governments on their successes and failures, and NGO’s on their programs for seeking equality and empowerment for women and girls.

Standing Committee – Report 2009

One financial strategy for empowerment is the direct allocation of resources for specific programs for women and girls. Another strategy for measuring success is budget analysis. This does not call for separate budgets for women but gives a breakdown of our prospective budgets to show how women and men benefit from these. Gender budget analysis asks how each budget allocation either benefits women and girls, or negatively impacts them. This is important because the evidence is clear that without the resources to make the fulfilment of MDG 3 a reality, urban, rural and indigenous women and girls are stuck within a cycle of poverty and powerlessness to escape violence.

A gender analysis of the Anglican Consultative Council would ask questions like:

- i) What percentage of the Archbishop of Canterbury's time is spent in meetings, as on projects, travels, that benefit women and girls?
- ii) What percentage of the money that the provinces send to the ACC benefits women and girls?
- iii) In the ACC budget, what percentage directly benefits women and girls?

Why should ACC/our Church get behind and commit to Gender Financing and Empowerment of Women?

We believe that the Church has a moral imperative to join with the United Nations by committing to the equitable distribution of resources between women and men within our church community. It can then become a model which the private business sector, governments and other institutions might follow.

What can the Church do?

We commend the ACC on its proactive initiative in passing Resolution 13-31. We believe that the Church is in a unique position to be an example by instituting gender responsive budgeting at all levels. We would encourage the ACC to lead the way in this by starting with its own budget and encouraging the provinces and dioceses to do likewise. Then they could also be a role model to other organisations in society. This means that women's perspectives need to be incorporated at the places of decision-making (ACC 13-31) so that God's kingdom becomes more whole.

We also recommend that, in all its statistics (membership, functions, activities), the Church produce disaggregated quantities so that the impact on men/boys, women/girls is obvious.

We would also request that ACC passes a new Resolution on Gender Sensitive budgeting in the Church as this will help in the practical realisation of Resolution 13-31. By adopting gender responsive budgeting, women being the neediest and the poorest of the poor, will be

Standing Committee – Report 2009

directly impacted by the resultant mobilisation of resources. Additional resources will lead to improvement in maternal health, educational attainment and an ability to receive just wages for their work. This will positively impact on the lives and health of their children and the girls who are the women of subsequent generations.

Benefits to the Church

We know that where gender sensitive budgeting occurs and resources are mobilised for the benefit of the empowerment of women, families and communities are strengthened. This equitable distribution returns dignity and choice to both women and men and broadens the opportunities for them to fully live into the life that God intends.

Conclusion

We are excited by the possibilities that gender equality in financing and the empowerment of women offers for the women of our Communion, our communities and our world. We who have attended CSW 2008 have learned the benefits of financing for gender equality and the empowerment of women. We commit ourselves to speaking about this in our home provinces and to educating other women to take their places at the tables where budgeting and financial planning are done.

We ask you to support our resolution that, “ACC supports the education for women and men in the understanding of gender sensitive allocation of resources”.

We would ask you the members of the ACC to partner with us by taking this approach to your provinces for implementation, for you are in a unique position to ensure that this dream becomes a reality.

APPENDIX O

WORKING GROUP ON DISABILITY

REPORT 2008

Membership

Dr J McGaffin (Chairperson)

Mrs JM Bruton

Mr J Clarke

Rev Canon WA Murphy

Mr I Slaine

1. TERMS OF REFERENCE

The Standing Committee, in March 2005, established the Working Group on Disability to address issues concerning disability that affect the Church of Ireland and to consider the implications of legislation and proposed legislation on disability 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.

2. CHAIRPERSON AND MEMBERSHIP

Mrs Margaret Mann resigned from the Group this year. The committee acknowledges the commitment that Mrs Mann has given to the group since its inception in 2005 prior to her resignation.

The Committee notes with sadness the sudden death of the founding Chairman Rev R Harris.

3. DISABILITY AWARENESS SUNDAY

This is the fifth such Sunday in the Church of Ireland calendar. As with previous years all parishes in the Church of Ireland received material to help them celebrate *Disability Sunday* on the third Sunday in November. The theme this year was communications.

4. MINISTRY TO DEAF PEOPLE

The group continues to work with the Rev Canon W Murphy and other agencies with expertise in this area of ministry to raise awareness and to provide services to deaf people

Standing Committee – Report 2009

APPENDIX P
STANDING COMMITTEE
RECEIPTS AND DISBURSEMENTS ACCOUNT

	Notes	2008 €	2007 €
RECEIPTS			
Representative Church Body		900,403	873,318
Deposit Interest	2	27,854	27,943
Royalties Fund Income		30,329	39,388
Grants/Contributions		121,785	135,688
Adjustment to Opening Balances	8	-	(1,153)
		<u>1,080,371</u>	<u>1,075,184</u>
DISBURSEMENTS			
Ecumenical and Anglican Organisations	3	136,882	145,853
Central Communications Board	4	166,006	113,518
Grants Paid to Church Organisations		51,444	33,179
Church of Ireland Marriage Council		11,886	11,739
Royalties Fund Expenditure		7,390	2,742
The Church in Society		21,497	29,794
The Hard Gospel		237,930	225,120
Safeguarding Trust		18,524	3,556
		<u>651,559</u>	<u>565,501</u>
EXPENSES			
Facilities provided by RCB		393,635	290,509
General Synod Expenses	5	45,762	48,306
Miscellaneous Expenses	6	28,980	22,755
		<u>468,377</u>	<u>361,570</u>
(Deficit)/Surplus for year		<u>(39,565)</u>	<u>148,113</u>
Refund excess allocation to RCB		(85,260)	(129,551)
Balance 1 January		888,292	898,708
Currency translation adjustment		(62,043)	(28,978)
		<u>701,424</u>	<u>888,292</u>
FUNDS EMPLOYED			
Cash on Deposit	7	701,424	888,292

Standing Committee – Report 2009

ACCOUNTANTS' REPORT

PricewaterhouseCoopers
Chartered Accountants
Dublin

Notes to the Accounts

1. Foreign currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2007, €1 = £0.7333 (2008: €1 =£0.9525).

	2008	2007
	€	€
2. Deposit Interest		
- Royalties Fund	25,444	22,356
- The Hard Gospel	2,410	5,587
	<u>27,854</u>	<u>27,943</u>
	<u> </u>	<u> </u>
3. Ecumenical and Anglican Organisations		
- Anglican Consultative Council	55,500	50,866
- Churches Together in Britain and Ireland	21,263	27,619
- Irish Council of Churches	18,266	23,036
- Irish Inter-Church Meeting	8,910	11,237
- Irish School of Ecumenics	10,000	10,000
- World Council of Churches	6,987	8,250
- Conference of European Churches	5,874	5,594
- Delegates' expenses (travel/conferences)	10,082	9,251
	<u>136,882</u>	<u>145,853</u>
	<u> </u>	<u> </u>
4. Central Communications Board		
- Press Office	145,494	84,044
- Broadcasting Committee	3,388	3,097
- Internet	11,256	22,003
- Liturgical Advisory Committee	5,868	4,374
	<u>166,006</u>	<u>113,518</u>
	<u> </u>	<u> </u>
5. General Synod Expenses		
-Venue and Facilities	45,762	48,306
	<u>45,762</u>	<u>48,306</u>
	<u> </u>	<u> </u>

Standing Committee – Report 2009

	2008	2007
	€	€
6. Miscellaneous Expenses		
- Parish Development Working Group	7,833	305
- Working Group on Disability	3,198	2,454
- Publications & Printing	5,891	2,869
- Honorary Secretaries' expenses	8,971	8,964
- Porvoo Communion	711	5,499
- Historiographer's Expenses	1,200	1,987
- Minor Expenses of Committees	1,176	677
	<u>28,980</u>	<u>22,755</u>
	<u><u>28,980</u></u>	<u><u>22,755</u></u>
7. Cash on Short Term Deposit		
- Royalties Fund	603,962	589,754
- Hymnal Revision	1,352	1,756
- Other Account Balances	96,110	296,782
	<u>701,424</u>	<u>888,292</u>
	<u><u>701,424</u></u>	<u><u>888,292</u></u>

Standing Committee – Report 2009

GENERAL PURPOSES FUND

	Year ended 31 December	
	2008	2007
	€	€
INCOME		
Interest and Dividends	1,513	1,541
Ven E Colvin Bequest	33	34
Refund Episcopal Elector's Expenses	387	1,989
	<u>1,933</u>	<u>3,564</u>
EXPENDITURE		
Episcopal Electors' Expenses	387	1,989
	<u>387</u>	<u>1,989</u>
Surplus for year	1,546	1,575
Balance 1 January	33,351	31,787
Currency translation adjustment	15	4
Balance 31 December	<u>34,912</u>	<u>33,366</u>
FUNDS EMPLOYED		
Investments	18,494	18,494
Cash	16,418	14,872
Balance 31 December	<u>34,912</u>	<u>33,366</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2008, €1 = £0.9525 (2007: €1 = £0.7333).

ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Income and Expenditure Account and the Fund Account for the year ended 31 December 2008. 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 2009

Standing Committee – Report 2009

THE CHURCH IN SOCIETY COMMITTEE

MEMBERSHIP

The Bishop of Clogher, The Rt Rev Dr MGStA Jackson (Chairman)
The Archbishop of Armagh, The Most Rev AET Harper
The Archbishop of Dublin, The Most Rev Dr JRW Neill
Dr R Corbett (Medical Ethics Working Group)
Rev Canon Dr IM Ellis (Honorary Secretaries' nominee –resigned January 2009)
Rev KRJ Hall (Social Justice and Theology (NI) Working Group)
Mr SR Harper (Legislation and Politics (RI) Working Group) (Honorary Secretaries' nominee)
Rev WD Humphries (Environmental and Ecological Working Group)
Rev Canon WA Lewis (Legislation and Politics NI Working Group)
Dr K Milne (European Affairs Working Group)
Very Rev FJG Wynne (Social Justice and Theology (RI) Working Group)

FUTURE OBJECTIVES

The Committee identified four main objectives for 2009/10:

1. The Committee entered discussions with the Board of Social Action (NI) and the Board of Social Responsibility (RI) to develop an agreed single structure to address social action needs in the Church of Ireland. A joint meeting was held in October 2008, which agreed a framework, and a Joint Working Group was set up to refine the proposal. The Joint Working Group held its first meeting in November 2008. The meeting agreed that the objective of work in this area is embraced in the following mission statement: To reflect on our social responsibilities and facilitate appropriate action.
2. The Committee undertook to explore how it might maintain possible channels of communication with external organisations, such as the Loyal Orders, the Masonic Order, organisations representing the gay and lesbian community, the Travelling Community, the GAA, which had begun under the auspices of the Hard Gospel Project. The Committee pays tribute to the work done by the members of the Hard Gospel Committee and its staff in this regard and will liaise with the Hard Gospel Implementation Group.
3. The Committee agreed to re-examine the relationship between itself and its counterpart in the Methodist Church in Ireland and to seek to deepen the engagement between the two. One joint statement was issued on the subject of Lisbon during the year, which also embraced the sister committee in the Presbyterian Church in Ireland.
4. Given the speed and ferocity of the economic downturn, the Committee will address this as a matter of urgency, by producing a booklet entitled, *Pastoral Care in the Recession: 2009*, which it hopes will be available by the time the General Synod meets in May. When published, an electronic version of the booklet will be available at www.ireland.anglican.org/synodnews

Church in Society – Report 2009

PURPOSE OF COMMITTEE

The Church in Society Committee of the General Synod of the Church of Ireland seeks to identify, contribute to, challenge and develop areas of living today where the mission of the Church can be active and the love of God shared. It does this through the development of reports, resource materials and by developing projects that apply theological perspectives to public issues in a challenge to Christian living.

EXECUTIVE SUMMARY

During 2008-2009, the Church in Society Committee completed the following work:

Statements

- The Chairman made a statement on the Convention to ban cluster munitions in May 2008 (APPENDIX A)
- The European Affairs Working Group with the Church and Society Panel of the Presbyterian Church in Ireland and the Council on Social Responsibility of the Methodist Church in Ireland made a joint statement on the Lisbon Treaty in May 2008. (APPENDIX B)
- The Chairman made a statement on the Consultative Group on the Past in May 2008. (APPENDIX C)
- The Ecological and Environmental Working Group, through Eco-congregation Ireland, encouraged churches to ring their bells for climate change, in advance of the UN Climate Change Conference in Poland, December 2008 (APPENDIX D)

Consultations and meetings

- A submission was made by the Social Justice and Theology (NI) Working Group in May 2008, to the consultation on Proposals for Health and Social Care Reform conducted by the Department of Health, Social Services and Public Safety, recommending a reduction in bureaucratic structures and increased funding of services. (Submission available at http://www.ireland.anglican.org/cmsfiles/pdf/Information/Submissions/Ch_Soc/hscr0508.pdf)
- A submission was made by the Social Justice and Theology (NI) Working Group in response to the NI Civic Forum Review in August 2008. (Submission available at http://www.ireland.anglican.org/cmsfiles/pdf/Information/Submissions/Ch_Soc/cfr0808.pdf)
- The Chairperson of the Medical Ethics Working Group was asked to prepare a response to a debate organised by the NI Ethics Forum, on Monday 3 January 2009 in All-Souls Non-subscribing Presbyterian Church, Elmwood Avenue, Belfast

Church in Society – Report 2009

entitled, ‘This House believes that the right to medical assistance to die should be recognised’.

- Civil Partnership Bill (RI): the Legislation and Politics (RI) Working Group monitored the progress of this legislation and restated the view expressed in a previous submission that civil partnership cannot be equated with marriage.
- The Chairman and members of the Social Justice and Theology (NI) Working Group met with the NI Victims Commissioners in June 2008. Subsequently, the Rev KRJ Hall announced an initiative to equip clergy to facilitate meetings between victims and the Commission, starting in dioceses that are located wholly or partly in (NI) (Appendix E).
- The Human Rights Consortium met with the Chairman and members of the Social Justice and Theology (NI) Working Group in Armagh Diocesan Offices in January 2009.
- Members of the Social Justice and Theology (NI) Working Group met with the NI Law Commission on the subject of bail regulations, November 2008.
- The Legislation and Politics (RI) Working Group is continuing its ongoing research, policy development and discussion at sub-committee level on the care of the elderly.
- The Social Justice and Theology (NI) Working Group met with the Ulster Unionist Party (UUP) and the Democratic Unionist Party (DUP) representatives regarding the Church of Ireland’s attitude to the Irish language, in December 2008 and January 2009.
- A submission was made by the European Affairs Working Group to an RI Oireachtas sub-committee, set up in the aftermath of the Lisbon referendum, highlighting means of informing the public (Appendix F).
- The Social Justice and Theology (RI) Working Group Chairperson attended the Churches Together in Britain and Ireland’s Racism Network in London, at which he has distributed the Rev Canon Patrick Comerford’s book *Embracing Difference*, which was warmly received and received copies of a youth DVD aimed at disadvantaged young people.
- Legislation and Politics (NI) Working Group, through its Chairperson, has been seeking to co-operate with other Churches, political parties and community organisations in acquiring a stronger voice within Stormont.
- The Chairpersons of the European Affairs Working Group and Social Justice and Theology (NI) Working Group prepared a document on the Church of Ireland and the Irish language (Appendix G).
- The Church in Society Ecological and Environmental Panel produced a response to the Church’s policy on the reduction of waste and global warming in a) schools, b) churches and c) other church property (Appendix H).

Church in Society – Report 2009

- The Social Justice and Theology (NI) Working Group responded to a consultation on an amendment to the Disability Discrimination Act 1995 concerning the 'Removal of the exemption for operators of transport services from Part III of the Disability Discrimination Act 1995'. (Submission available at http://www.ireland.anglican.org/cmsfiles/pdf/Information/Submissions/Ch_Soc/sjt0209.pdf)
- Social Justice and Theology (NI) responded to a consultation by the Department of Finance and Personnel on the draft presumption of Death Bill (Northern Ireland) 2008 (Submission available at http://www.ireland.anglican.org/cmsfiles/pdf/Information/Submissions/Ch_Soc/mpc.pdf)

Publications

- *Pastoral Care in the Digital World*, Social Justice and Theology RI Working Group.
- *Greening the Church: October 2008*, the Ecological and Environmental Working Group's magazine (Available at <http://www.ireland.anglican.org/index.php?do=news&newsid=2356>)
- A report is being prepared on the theological and pastoral impact of the recession.

APPENDIX A

BISHOP OF CLOGHER URGES BAN ON CLUSTER MUNITIONS

The Chairman of the Church in Society Committee of the Church of Ireland, the Rt Rev Dr Michael Jackson, Bishop of Clogher, has issued a statement supporting calls for a complete ban on the production, transfer, use of and association with cluster munitions.

The statement has the support of a number of Provinces in the Anglican Communion. Expressions of support have been received from the Anglican Church in Aotearoa, New Zealand and Polynesia, the Episcopal Church of Brazil, the Anglican Church in Hong Kong, the Church of Melanesia, the Church of Mexico, the Scottish Episcopal Church and the Church in Wales.

Representatives from 109 countries as well as the United Nations, the International Committee of the Red Cross and the Cluster Munitions Coalition are currently gathered in Dublin to finalise an anti-cluster munitions treaty.

The full text of the statement of the Chairman of the Church in Society Committee, the Rt Revd Dr Michael Jackson, Bishop of Clogher, follows:

From 19-30 May 2008, representatives from 109 countries as well as the United Nations, the International Committee of the Red Cross and the Cluster Munitions Coalition are gathered in Dublin to finalise an anti-cluster munitions treaty.

Those labouring to ban the production, storage, transfer and use of cluster munitions are to be commended and prayerfully supported. One might ask why, in the context of the arms industry where products are designed with the specific intent to kill, maim and destroy, are cluster munitions particularly sinister and deserving of special attention? The answer is this: they fail to observe the principle of distinction and so run contrary to the entire spirit of humanitarian law, that code which reaches for a moral centre based upon the sanctity of human life and the dignity of the person and through which nations are supposed to strive for a fair and just peace. In failing to distinguish between the civilian and the military, cluster munitions prevent us from containing the violence of war. Their use brings warfare to the civilian man, woman and child and drags warfare beyond the formal ending of hostilities, embedding it in the soil that communities must reclaim after war, slowing reconstruction efforts and distorting the rebuilding of normal life, making it a life-threatening affair.

Efforts to reduce or dilute the force of the convention being finalised must be resisted. Several countries participating in the negotiations have come to the table with proposed amendments that, if included in the final convention, would perpetuate the suffering caused by cluster munitions. Participation in the conference is to be welcomed, by contrast countries such as China, India, Israel, Pakistan, Russia and the United States of America are not attending. However, any attempt to dilute the terms of the Treaty by those attending cannot be condoned. Such action, if successful, would serve to define the unacceptable and wrong as formally acceptable and legal. Humanitarian law must be fused with justice and fairness. No document that acknowledges certain cluster munitions as legitimate utensils for the exercise

Church in Society – Report 2009

of force, either by mention or omission, can be regarded as a proper contribution to that fusion. To excuse the use of cluster munitions within the body of humanitarian law directs that body away from the principles it is supposed to make normative.

Much has been made of the technological improvements in, and the modern safeguards of, certain cluster munitions by those countries that wish to limit the scope of the convention. It is worth noting that 142,000 unexploded sub-munitions have been removed by the United Nations' Mine Action Coordination Centre in southern Lebanon since 14th August 2006 after the region was cluster-bombed by the Israeli Defence Forces in the summer of that year. In the same period, 179 civilians have been injured and 20 civilians killed by such cluster munitions. It is unknown how many sub-munitions remain, but thus far only 15 per cent of the 40 million square meters affected has been returned to communities for their use.

The cluster munitions used in that conflict and which left unexploded ordnance in their wake included the most up-to-date models for which some countries are seeking exemptions. In a letter to the editor of *The Times*, nine generals and former generals wrote that "to choose a course that seeks to exempt the UK's remaining stocks from a ban risks creating loopholes that others will inevitably exploit. Most importantly it will not achieve the stigmatisation of cluster munitions, which must be our objective if we are to prevent the proliferation of these weapons. An important lesson of the anti-personnel mine ban treaty is that, even if some main stockpilers will not sign, clear, unequivocal statements of intent will strongly shape their practice." The momentum for an authoritative and definite convention is there and it must be seized, while those seeking to insert chinks and loopholes must be resisted.

To seek praise for destroying one's own stockpiles of cluster munitions while simultaneously negotiating for permission to use the cluster munitions of non-signatories in joint military operations is hypocrisy. The definitions of this convention must be as comprehensive as possible, the transition period from ratification to operation as short as possible, and the moral objectionability of being associated with these weapons as clear as possible. If the convention fails to ban the use of cluster munitions in joint operations, we would still call on the governments of the United Kingdom and the Republic of Ireland to unilaterally refuse the participation of the Armed Forces of the Crown and the Irish Defence Forces in any operation where another participant is using cluster munitions, and to legislate accordingly as Belgium has done. Anything less is to condone these weapons.

Hopefully at the conclusion of the conference in Dublin a convention to ban the use of all cluster munitions and association with them will be in place with the maximum number of signatories to provide the convention with the moral gravity and voice that it deserves. Once again, prayerful support is due to all those working to agree and strengthen this convention, particularly to the Norwegian government that has been a leader on this issue from early on with the Oslo process, to the Irish government that convened the current conference, and to Pax Christi who, through their Make Cluster Bombs History campaign, have been agitating upon the issue for several years.

(Statement available from <http://www.ireland.anglican.org/index.php?do=news&newsid=2208>)

APPENDIX B

JOINT CHURCH STATEMENT ON THE LISBON TREATY REFERENDUM

A Statement on the Lisbon Treaty Referendum issued by the Church of Ireland European Affairs Working Group, the Church and Society Committee of the Presbyterian Church in Ireland and the Council on Social Responsibility of the Methodist Church in Ireland.

The European Union, as a multinational body of 27 member states founded on principles of democracy and subsidiarity, has been a remarkable experiment in peaceful cooperation in the aftermath of the untold suffering of the Second World War, throughout the divisive period of the Cold War and through to the present day. This has been accompanied by significant economic growth, not least here in Ireland. We would however stress that prosperity has a purpose, and therefore regard it as important that the Union, as it develops, should be seen to promote social development as well as economic progress. We rejoice in the fact that the Union is expanding and bringing new opportunities to countries formerly cut off from the European mainstream by the political realities of the Cold War.

We recognise that the enlargement of the Union has brought new challenges to its structures, originally designed for just six member states, and that some reform is necessary to enable the Union to act effectively in responding to major challenges facing the world, including issues such as climate change, the increasing cost of food internationally and the security of energy supplies: external challenges that can best be faced on a multinational basis. We acknowledge that the Treaty of Lisbon is a considered effort to respond to these challenges.

It falls to the Irish people to evaluate this effort and to form their own judgement as to whether or not the Treaty effectively addresses the issues facing Europe, its citizens and the world. In making this judgement we would urge all Christians to take the time and to make the effort to study and reflect prayerfully on the contents of the Treaty. We would particularly commend the Referendum Commission's explanatory leaflet on the Treaty and the National Forum on Europe's Summary Guide to the Treaty of Lisbon in this regard. This Treaty relates to the future of the Union and Ireland's role in it, and we would urge members of our churches to judge it on its merits and not for reasons unconnected with it.

Finally, we would urge the members of our churches to vote, which is their right and privilege. An aspect of this Treaty we would particularly commend to your attention is Article 2, section 30, which recognises the role that churches and religious associations can play under the new structures, and we welcome the fact that the Irish government has already provided for structured dialogue between government officials and the churches on issues of shared importance.

(Statement available from <http://www.ireland.anglican.org/index.php?do=news&newsid=2209>)

APPENDIX C

BISHOP OF CLOGHER RESPONDS TO CONSULTATIVE GROUP ON THE PAST

A response to the statement released by the Consultative Group on the Past issued by the Bishop of Clogher, the Rt Rev Dr Michael Jackson, Chairman of the Church of Ireland's Church in Society Committee and of the group appointed by the Standing Committee of the General Synod to make submissions to the Consultative Group on the Past.

The Church of Ireland, through a group appointed by the Standing Committee of the General Synod, had the privilege of making a presentation to the Consultative Group on the Past in November 2007. At the meeting where we made our presentation, a number of significant issues relating both to the work of the Consultative Group and the life of the Church of Ireland in contemporary Ireland were discussed and the Hard Gospel Project of the Church of Ireland was showcased.

Yesterday's keynote speech delivered by the co-chairperson of the Commission, Lord Eames, makes a number of significant points which seek to draw together the findings of the Commission and to draw out implications for a future society in Northern Ireland. Have no doubt that the content of the speech was carefully weighed by all members of the Commission ahead of its delivery.

It expresses a number of things which we have not heard before from a publicly appointed body of this sort. First, it asks serious and important questions of the IRA, loyalist paramilitaries and elements of the State in relation to responsibility for the deaths of innocent people in our community. Secondly, it asserts that the State sometimes acted illegally and calls upon the State to acknowledge both the totality and the complexity of its role over the past forty years. Thirdly, it draws attention to the failure, thus far to properly address the many health and welfare issues still endured by victims and survivors of The Troubles. Fourthly, it invites all citizens of Northern Ireland to address an issue which will definitely not go away, however painful and unpalatable, namely that as each day passes securing justice becomes less and less likely.

Undoubtedly the content of this speech will arouse strong and conflicting emotions among members of the Church of Ireland as well as among other members of the population. To some it will speak of outrage and betrayal, to others of something too little and too incomplete. Deep within it there lies the courage to ask questions which have not been asked before. Its full import will become clear only when the final report of the Commission is published. Its honesty of expression, based on the all-important process of careful listening, is to be welcomed.

(Statement available from <http://www.ireland.anglican.org/index.php?do=news&newsid=2210>)

APPENDIX D

RING THE CHANGES ON CLIMATE CHANGE - COUNTDOWN TO COPENHAGEN

Christian Aid, Eco-congregation, Friends of the Earth, Tearfund, Trócaire and Stop Climate Chaos invite you to take part in the Global Day of Action on Climate Change

From 1 – 12 December 2009 the UN Climate Change Conference will take place in Poznan, Poland. World leaders will meet to discuss action on climate change for the last time before the Copenhagen Climate Conference, which will seek to replace the Kyoto Protocol when it runs out in 2012. Over the next twelve months, governments around the world must receive a loud and clear message that bold decisions will have to be made in Denmark, in December 2009, if we are to avoid catastrophic climate change.

To coincide with this year's conference, there will be an international day of action on 6 December. Marches and demonstrations will be taking place across the world, including in the UK and Ireland, which will illustrate the demand for strong action to be taken by governments on climate change.

In Northern Ireland Christian Aid, Eco-congregation Ireland, Friends of the Earth, Tearfund and Trócaire have teamed up to organise "Ring the Changes on Climate Change – the Countdown to Copenhagen."

In the Republic the same event is being organised by the Stop Climate Chaos coalition. On 8 December last year, while world leaders met in Bali, dozens of Churches in Northern Ireland and the Republic rang their bells at 2pm as part of an event called "Sound the Alarm on Climate Change." At the same time, activists gathered in Belfast and Dublin. We want to build on the success of that event this year by including many more Churches and activists.

We have renamed our event "Ring the Changes" because we want to convey a positive message, one concerned with solutions to climate change – both scientific and political. This is a message of hope and possibility, not one of panic.

There are a couple of ways in which you can take part in this event:

1. Arrange for the bells to be rung in your local Churches and Cathedrals and organise events in your town or village around the bell-ringing
2. Incorporate the message of action on climate change into your Church services over that weekend

It only takes one or two Churches in each town or village to ring their bells in order to make an impact **and we would like your Church to join in**. All you have to do is arrange for the bells to be rung at 12 noon precisely. If your Church doesn't have bells, then why not get in contact with other Churches in your town that do?

Invite members of other Churches in your town to come to whatever event you're organising or organise an event in conjunction with them.

Church in Society – Report 2009

While the bells are ringing you can take a number of actions to let your local community know why this is happening. You could:

- Hold a carol service outside the Church and hand out flyers to passers-by;
- Host a prayer service to be held inside the Church;
- Organise a climate change prayer service in your Church hall for all the Churches in your area;
- Host a “Night of non-power” by turning off the lights and heating and have a candlelit service with your coats on. The service can focus on care for the environment and you could have a talk about the effects of climate change and how we can all make a difference;
- Get your youth workers to lead a session on climate change with the young people – we can provide free resources to help you do this.

Instead of, or in addition, to this, we would like the message of this year’s event to be included in Church services over the weekend of 6 and 7 December. We can provide you with the information they need to bring the message of action on climate change to your congregation.

We are encouraging every Church or group of Churches which takes part to contact their local press, using a template press release which we can provide to participating Churches.

In Belfast, we hope to have members of the clergy of all denominations, as well as a diverse range of activists and members of different congregations from across Northern Ireland. If nothing is happening in your town, then please come along to St Anne’s from 11:00am onwards.

In Dublin, Stop Climate Chaos are in the middle of organising events and will make announcements about these soon.

For a full range of resources to help you run your events please log onto www.foe.co.uk/ni after 31 October 2008.

If you are interested in joining in any aspect of the event then please contact Niall Bakewell at Friends of the Earth on 028 9089 7592 or email niall.bakewell@foe.co.uk .

(Statement available from <http://www.ireland.anglican.org/index.php?do=news&newsid=2358>)

APPENDIX E

**SOCIAL JUSTICE AND THEOLOGY (NI) WORKING GROUP MEETING WITH
NORTHERN IRELAND'S COMMISSION FOR VICTIMS AND SURVIVORS**

Members of the Church of Ireland's Social Justice and Theology Group, a sub-group of its Church in Society Committee, met with the four Commissioners for Victims and Survivors in Northern Ireland in Armagh. At the invitation of the Church in Society Committee's Chairperson, the Rt Rev Dr Michael Jackson, Bishop of Clogher, and instigated by the group's Chairman, the Rev Kenneth Hall, the meeting was hosted in June at Church House, Armagh by the Archbishop of Armagh and Primate of All Ireland, the Most Rev Alan Harper.

In an initial open and exploratory discussion, the four Commissioners – Patricia MacBride, Brendan McAllister, Bertha McDougall and Mike Nesbitt – outlined the nature of the Commission's work, its definition of victims and survivors and the potential for the engagement of Church groups in the process of enabling people to speak about their conflict-related experiences. For its part, members of the Church's Social Justice and Theology Group expressed the possibility for the Church to engage in a facilitative way between the Commission and victims and survivors within Church of Ireland congregations.

The Rt Rev Dr Michael Jackson welcomed the meeting and the Commissioners' willingness to engage with the Church of Ireland directly. He said, 'This was a fruitful and helpful encounter. The Church of Ireland hopes that the process being embarked upon by the Commission is a successful one especially in terms of ensuring that the voices of victims and survivors – not least those who have to date been 'silent' ones – are effectively heard'.

- The Meeting of the Social Justice & Theology Group with the four Commissioners for Victims and Survivors took place on 4 June 2008. In addition to those mentioned above, the following also attended: The Very Rev Patrick Rooke, Dean of Armagh and Chairman of the Church of Ireland's Hard Gospel Committee; Mrs Ethne Harkness, former Director of Law Reform (NI) and a member of the Church of Ireland's Standing Committee; and Mr Philip McKinley, Field Worker with the Hard Gospel Project.
- The Commission for Victims and Survivors published its Initial Work Programme in June 2008, which is downloadable from www.cvsni.org.

(Statement available from <http://www.ireland.anglican.org/index.php?do=news&newsid=2302>)

APPENDIX F

**SUBMISSION MADE BY THE EUROPEAN AFFAIRS WORKING GROUP TO AN
RI OIREACHTAS SUB-COMMITTEE, SET UP IN THE AFTERMATH OF THE
LISBON REFERENDUM**

Having representation on the National Forum on Europe and having made several submissions to the Forum in which we have expressed our commitment to the European project, we welcome the establishment of the Sub-committee on Ireland's Future in the European Union (EU).

We note with particular interest that the sub-committee's remit includes the consideration of measures to improve public understanding of the EU and its fundamental significance for Ireland's future, the importance of which we have always stressed within the Church of Ireland and in wider society.

While acknowledging that among members of the Irish electorate, who voted for rejection of the Lisbon Treaty, there were those whose criticisms were based on an accurate understanding of the text, there were others who clearly voted on the basis of misconceptions as to what the treaty actually proposed.

We therefore noted with interest a declaration by the communications commissioner, Ms Margot Wallstrom, as reported in the *Irish Times* of 23 October 2008, emphasising the need not only to provide citizens with accurate information, but also to address the matter of the manner in which their decisions are arrived at, and how misinformation should be countered.

We consider this initiative to be particularly important at a time when the future for the Irish economy holds many uncertainties. The fate of Iceland in recent weeks provides a clear demonstration of the hazards of being outside the Euro zone and EU membership. It would also appear that the Danes are reflecting on the cost of their EU opt-outs. The key importance of access to stable energy sources, combined with new uncertainty about Russian policies in the wake of the invasion of Georgia, mean that Ireland's continued active participation in EU policy-making is essential for the protection and security of our vulnerable economy. To cut ourselves off from full participation in the Union at this time seems, to say the least, very unwise.

For these reasons, at this particular time, and having in mind those many other considerations that lead us strongly to value what the European Union has achieved for the continent, we believe that any future discussion of the developments set out in the Lisbon Treaty must be based *on the facts of the case*, on a carefully articulated overview of the implications of rejecting the Treaty for Ireland's future in the Union and on what the possible cost of a policy of opt-outs might be.

(Statement available from <http://www.ireland.anglican.org/index.php?do=news&newsid=2495>)

APPENDIX G

THE CHURCH OF IRELAND AND THE IRISH LANGUAGE

1. Recent discussion in Northern Ireland concerning the place of the Irish language there has shown that there are those who hold the view that the nationalist community alone places a value on the language and wishes to promote its use.
2. While it is certainly the case that attachment to the language is more prevalent in that community and that it has, to some extent, been appropriated by elements within it, we would be failing in our duty if we were not to draw attention to the long tradition of support for the Irish language in the Church of Ireland.
3. We wish further to point out that the membership of the Church of Ireland spans both parts of the island of Ireland and indeed draws the majority of its membership from Northern Ireland. This membership reflects all shades of political opinion, with probably a majority being unionist in political sympathy. The Church of course takes no position on constitutional matters but upholds the existing constitutional order and rule of law in both parts of the island and in her services in Northern Ireland, offers prayers for Her Majesty and the Royal Family. We affirm our belief that an interest in the Irish language is entirely compatible with a unionist political outlook, and believe that links with Scottish Gaelic and Manx, and remoter connections with Welsh and Cornish, can be a means of fostering strong cultural and linguistic links with other parts of the United Kingdom. In this regard we note that languages form a part of the areas for cooperation under the remit of the British Irish Council.
4. The strong revival of interest in Irish that occurred in the late nineteenth century owed a great deal to Church of Ireland scholars, some working in Trinity College, Dublin, and others in the Royal Irish Academy. Furthermore, much of the credit for the founding of the non-political Gaelic League in 1893 is accorded to Dr Douglas Hyde, whose hopes for Irish were not only academic, but included a wish to see the language come into everyday use in Ireland. Indeed it was Hyde's ambition that the people of the entire island, whatever their religious or political traditions, would find a common bond in the language. In very recent years, Gaelic psalm-singers in the Scottish Free Church Presbyterian tradition have contributed to acts of worship in Dublin and on the Aran Islands, thus enabling local communities to appreciate the riches of that form of worship in a sister language of Irish.
5. In pursuit of Hyde's ideals, in 1914 a society was formed in the Church of Ireland to promote the use of the Irish language in the Church's worship. 'The Irish Guild of the Church' (Cumann Gaelach na hEaglaise) continues to hold regular services in Irish (with financial support from central Church funds). There is an Irish language edition of the *Book of Common Prayer* (2004) and a number of hymns in the Irish language (with translations) appear in the *Church Hymnal* (2000). A regular column in Irish appears in the *Church of Ireland Gazette*. We also recognise the fact that the Irish language has a

Church in Society – Report 2009

place in the public worship of other churches. Modern interest in ‘Celtic spirituality’ is widespread, far beyond Ireland, and it should be remembered that it was in the Irish language that such spirituality first found expression.

(Statement available from
http://www.ireland.anglican.org/cmsfiles/pdf/Information/Submissions/Ch_Soc/coirish.pdf)

APPENDIX H

**ECOLOGICAL AND ENVIRONMENTAL WORKING GROUP'S RESPONSE TO
THE CHURCH'S POLICY ON THE REDUCTION OF WASTE AND GLOBAL
WARMING IN A) SCHOOLS, B) CHURCHES AND C) OTHER CHURCH
PROPERTY**

The advisory work of the Church of Ireland in respect of the above is centralised in the Ecological and Environmental Working Group of the Church in Society Committee, which encourages parishes to adopt an active role in the stewardship of God's creation.

The promotion, therefore, of good ecological practice would include a parish carrying out all functions and activities in a way which minimises negative impact on the environment. The many and varied ways of implementation might include the monitoring and reduction of energy use, the use of energy from renewable sources (where possible), the setting of targets for reduced waste generation, the promotion of recycling, the minimization of land, water and air pollution, employing environmental considerations in the management of office administration, the general application of sustainability objectives in all aspects and activities, as well as the regular monitoring of these activities and an attempt to make ongoing improvements as opportunities arise.

An email bulletin entitled "Greening the Church" is received by a growing number of parishes and individuals. It contains articles on the many activities of good environmental practice adopted by churches throughout the island, and is thus an encouragement to many.

Environmental workshops are held at various locations, at which teaching sessions are complemented by the promotional work of bodies such as Friends of the Earth.

The Church of Ireland is a founder member of Eco-Congregation Ireland, and is actively involved in the promotion of environmental stewardship through this ecumenical body. Within the same, the Church of Ireland co-operates with the Roman Catholic, Methodist and Presbyterian churches, as well as the Society of Friends, and organisational and administrative membership is open to all Christian denominations.

Eco-Congregation Ireland is an internet initiative and therefore all resources are free and can be downloaded from the website: www.ecocongregationireland.org. The modules are designed to enable congregations to become self-sufficient and monitor their own progress. They cover many aspects of parish life, including worship.

The above general description of this aspect of the Church's work can clearly be seen to include the major topics of reduction of waste and global warming, and while much of the Environmental Panel's work is with the parishes, as well as with the individual households which make up the parish families, one would expect the implementation of parish policy to cover a parish's schools, churches, and indeed all its buildings.

(Statement available from <http://www.ireland.anglican.org/index.php?do=news&newsid=2496>)

Church in Society – Report 2009

**BOARD OF EDUCATION OF THE GENERAL SYNOD
OF THE
CHURCH OF IRELAND**

REPORT 2009

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, may make such enquiries as it shall deem to be requisite and may communicate with government authorities and all such bodies and persons as it shall consider necessary.

A. Board of Education (Republic of Ireland)

AIMS

The Board of Education (Republic of Ireland):

- shall have power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- 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 Science (DE&S) and other educational bodies;
- will support, through the *Follow Me* programme, religious education in primary schools under Protestant management;
- will co-ordinate and encourage the participation of post-primary Protestant schools in the Synod Examination in Religious Education;
- will provide training and advice to bishops and boards of management;
- will provide training and advisory service to bishops, dioceses and parishes in the implementation of Safeguarding Trust;
- will facilitate Garda vetting of workers and volunteers in Church of Ireland primary schools and parishes.

EXECUTIVE SUMMARY:

Staffing: The Board thanks Rev Canon John McCullagh for his work as Secretary to the Board.

Finance/budget cuts: The recent government budget cuts are impacting severely on our schools.

Board of Management training: The National Training Programme is now being rolled out to Boards of Management.

Community National Schools: This new model raises Governance challenges. There is also concern regarding the size of new primary schools.

Religious Education at Second Level: There is a need for schools to support the RE Curriculum at Junior and Leaving Certificate levels.

Staffing

The Rev Canon John McCullagh served as Secretary to the Board of Education for the last ten years, and resigned at the end of 2008 to return to parish work. In his work for the Board he developed a very high profile for the Church of Ireland in educational circles by his participation in every possible educational forum. His advice to school principals, boards of management and patrons was always based on sound information and proved one of the most valuable resources to which all could turn. His own previous experience as principal of a secondary school, incumbent of a parish and as chairperson of a Board of Management provided him with a unique insight into the various aspects of the provision of education. His oversight of the Safeguarding Trust procedures was a very significant part of his work. The Board would place on record its thanks to Canon McCullagh for a task so magnificently undertaken and wish him God's blessing in his continuing ministry.

Welcome

Minister for Education and Science

The Board congratulates Mr Batt O’Keeffe TD on his appointment as Minister for Education and Science in May 2008. Mr O’Keeffe previously served as Minister of State at the Department of the Environment, Heritage and Local Government.

New General Secretary of CPSMA

Following the retirement of Monsignor Dan O’Connor, Ms Eileen Flynn was appointed as General Secretary of the Catholic Primary School Managers’ Association (CPSMA), effective from 2 September 2008. Prior to her appointment, Ms Flynn was National Coordinator of the School Development Planning Service (SDPS). We congratulate Ms Flynn on her appointment, and look forward to working with her in the future. Having worked closely with Monsignor O’Connor over recent years, the Board wishes him every success in his role as parish priest of Dun Laoghaire.

Financial Support for Education/Budget Cuts

Dismay and unprecedented concern arising from the unexpected announcement of significant cuts being made by the Government in the Budget 2009 were reported to the Board from all the partners involved in our schools.

Of particular concern, at post-primary level, has been the implied re-categorisation of the Protestant voluntary sector schools. In 1967, when free secondary education was introduced, those schools were designated as being within the free education scheme as ‘block grant schools’, as the funding appropriate for such schools was transferred as a block grant. This long-established status had received the public acknowledgement of successive Ministers for Education. It is a cause of great resentment on the part of many in our community that there has now been, without consultation or notice, an apparent realignment of the Protestant voluntary schools. The negative impact of this re-alignment is seen in a greater reduction in the teacher-pupil ratio than would, otherwise, have been implemented, as well as the withdrawal of the support services grant which continues to be available to the other schools within the free education scheme (of which, as is emphasised, our voluntary sector schools have been part since the inception of free education in Ireland).

A measure of the significant concerns of the Board and of the Church of Ireland (as well as the wider Protestant community) is the meeting which was sought with the Minister for Education and Science. The Archbishop of Dublin, the Bishop of Meath and the Bishop of Cork met the Minister and his officials on 5 November 2008, to articulate these concerns. In February 2009, the issue was again raised with the Minister in a letter sent to him by the House of Bishops (a copy of which was sent to each member of the Oireachtas). The Board is aware that each of the schools locally has been raising the matter with appropriate local authorities.

The majority of Protestant voluntary sector schools, within a national system of post-primary education which continues to be predominantly denominational in character, cater regionally for the educational needs of a dispersed Protestant community who choose an education for their children in a school with a Protestant ethos, where the State makes no such free second-level education available to them.

In vast tracts of the Republic of Ireland – the west of Ireland, the south-west, north and east Cork, the south-east, west Dublin, the midlands, north-east and much of the north-west - the State is not, itself, providing free Protestant secondary schools.

Within the primary sector the cut in the pupil-teacher ratio will lead to significant numbers of teachers going onto the redeployment panel and an increase in class sizes. The previous Minister for Education and Science made much play of the supports for the disadvantaged and the special needs area. Grants and supports in this area have been axed and the removal of the book grant is targeted at the most disadvantaged families.

Representations were made to the Oireachtas Committee in relation to increasing funding difficulties in schools. Schools surveyed indicated that significant professional fees are awaiting payment following preparation of *Summer Works* applications, the scheme now having been postponed. New transitional arrangements have been put in place for

Board of Education – Report 2009

schools' water charges, with non-fee paying schools paying a flat rate. The focus of the DE&S would appear to be in respect of the creation of new pupil places with a start up grant in relation to new schools.

Safeguarding Trust

The long awaited new edition of *Safeguarding Trust (RI)* was published in April 2008. Canon McCullagh and Ms Renée English, the Child Protection Officer RI (CPO) held a series of information sessions throughout the dioceses to introduce panels to the new edition and give them an opportunity to familiarise themselves with its layout. The loose leaf format replaces the two book model and will allow for future provision of revisions and supplements. There has been a positive response to the new edition being more accessible and user friendly. An updated version of the summary card for youth workers was also produced. An information stand was provided at the General Synod in May 2008, which provided a useful opportunity for interchange with Synod members and facilitated distribution of the binders and cards.

Training in Safeguarding Trust was carried out both by the diocesan trainers and by the CPO during the year. A meeting for diocesan trainers was held in Dublin in August. It was attended by eleven people involved in training and parish evaluations with a good representation from around the country. More extensive training is recommended for panel members in view of their responsibilities and revised training material has been made available accordingly. Progress continues to be made in recruiting diocesan trainers and in carrying out parish evaluations.

The CPO attended ongoing professional education and together with Ms Margaret Yarr (CPO NI) made a presentation at an international conference in Woking, Surrey in July 2008, entitled *Creating a Safer Church* where they spoke on the subject of the development and future of the child protection policy in the Church of Ireland.

It is hoped to set up a network for people engaged in child protection throughout the Anglican Communion which will improve knowledge and promote the sharing of good practice.

The CPO is available to provide advice and support to parishes and is building up a database of child protection and welfare queries and panel referrals as required by best practice standards. She continues to forge links with both statutory and voluntary child protection agencies.

Follow Me The Primary Religious Education Programme

The final book in the current series, *Fit for Life*, was published in 2008. A review of the programme was then undertaken by Marino Institute which highlighted areas that required revision and which might be supported by additional material or in-service training. In light of the review a decision was made to revise the infants' books, produce additional music resources and to update the website. The RE Curriculum Committee has advised the Board that planning for a new RE programme should now commence.

Board of Management Training

The work of those who serve on boards of management can often seem thankless, but it is vital and greatly appreciated by patrons and this Board. A national training programme for boards of management, funded by the DE&S, has been rolled out this year. In terms of our sector, some 88% of schools have availed of training in respect of the first two modules which covered the overall role of the board and the appointments procedures. Three further modules are ready for delivery before the end of 2009. These modules will cover Child Protection, the role of the Treasurer and Legal Issues.

To aid boards of management, the Board published six editions of *Education Newsbrief* in 2008 which were circulated to all schools under Protestant management.

Community National Schools

A conference was held in June 2008, in relation to the Governance challenge arising from the new model of patronage. Ms Hilary McBain, principal of Kill o’the Grange National School, made a presentation on behalf of the Church of Ireland Board of Education which had been drafted in conjunction with the Methodist and Presbyterian Churches in Ireland.

In her presentation Ms McBain highlighted the move by the DE&S to the creation of very large school units with up to a four class entry and where the minimum would seem to be a 16 classroom school. Such a move appears to be a policy which threatens the distinctiveness of our Church of Ireland ethos and culture.

Ms McBain went on to say: *“Is this a genuine investigation of options for future patronage of our schools for our children in a changing society or are the beautiful children that enter the doors of our school each day, who are often overlooked in the decision making process, going to be herded into large schools of at least 16 classrooms because of various constraints?”*

If the current minister is only interested in building schools with a minimum of 16 classrooms, where are Church of Ireland schools going to be in one generation?”

Codes of Behaviour

Developing a Code of Behaviour: Guidelines for Schools was issued to all schools who are now required to have in place a Code of Behaviour which accords with these guidelines and which has been approved by the Patron. This is a legal requirement. The creation or revision of any policy is a whole school activity and all parties in the school community should have an input into the revision and local agreement process.

General Allocation Model/Special Needs Assistants

Valuable information gathered by patrons in relation to supports for pupils with special education needs was evaluated in order to respond to the DE&S on issues relating to the General Allocation Model.

A Steering Committee was set up in order to conduct a *Value for Money and Policy Review* of the special needs assistant scheme. One hundred schools were approached, between 1 October 2008 and 20 February 2009, to participate in a full review. A third

Board of Education – Report 2009

party will be assessing the full review which, it is hoped, will be concluded by June 2009. The Board requested that the DE&S not lose sight of the needs of the child with regard to this review.

Garda Vetting

A set of guidelines has been developed for the assessment of persons applying to be entered on the Register of Teachers, who have court convictions and/or cases pending before the courts. It was felt by the Board that the initial guidelines were extremely broad and clarifications were sought. At a meeting, held in December 2008, it also came to light that there was no mechanism in place to vet teachers already in the system prior to the introduction of the current vetting procedures in September 2006. A working group has now been set up by the Teaching Council to consider how this issue might be approached. It is important that some mechanism is put in place in the near future so that we do not end up with a two-tier system in relation to those employed in our schools.

The number of requests for Garda Vetting from both parishes and schools has increased dramatically since the procedures came into operation in 2006. In light of this the Garda Central Vetting Unit agreed to the appointment of an additional authorised signatory for the Church of Ireland. Ms Vicki Hastie has now joined Ms Jennifer Byrne as authorised signatory and has been trained for the role.

Transport Scheme D (Primary Schools)

The number of qualifying families now stands at 315 and grants totalling €188,060.90 for the school year 2007/2008 were received from the DE&S and paid out to sanctioned families prior to 31 December 2008. Workloads and staff changes in the Transport Section of the DE&S continue to cause delays in payments, but we are liaising with the Transport Section in an effort to resolve these problems.

The DE&S continue to be stringent in adherence to the rules of the Scheme. It is important the applications are made in good time in order that families do not lose out on grants. The rules are also being tightened where families are not enrolled at their nearest school in cases where that school was unable to take them due to pressure on places. The DE&S will not sanction a grant in these circumstances unless a Section 29 Appeal has been brought against the nearest school and the DE&S has upheld the school's decision, thus forcing a family to attend the next nearest school. Families living in 'closed school' areas (areas in which there was formerly a school under Protestant patronage which then closed into another school under Protestant patronage) will not be eligible for a grant unless they are attending the relevant school of amalgamation, even if this is not their nearest school. Particular care should be taken by schools where a 'closed school' arrangement is in place to inform families that they may fall into this category.

Since last year a number of auxiliary grants have been paid out to families experiencing transport difficulties. Such grants are paid out only if supported by a letter from the family's rector and where there are particular financial difficulties.

National Trustee Forum

The Association of Community and Comprehensive Schools (ACCS) has promoted the establishment of the National Trustee Forum to deal with issues relating to the exercise of the unique form of joint trusteeship which operates in Community Schools and is also relevant to the role of patron in the Comprehensive Schools. The first conference was held in May 2008 and attended by some 91 delegates. Canon McCullagh has represented this Board on the Forum Steering Committee.

Religious Education at Second Level

The Board is aware that the stringent financial circumstances in which schools find themselves have implications for the range of subjects that they can offer for the public examinations. This applies not least where the place of Religious Education in the curriculum is concerned, and its status as a subject for Junior and Leaving Certificates. The Board would contend that it is, in part, by their commitment to Religious Education that schools demonstrate their church-related ethos, and urges managements to do their utmost to protect and nurture RE in their schools so that the distinctiveness of the education that they offer may be evident and their valuable place in the Irish education system preserved.

Conferences

Canon McCullagh attended the INTO conference which focused on broken promises or delayed commitments with regard to class size and also the ASTI conference which focussed on evaluation of enrolment policies and the impact of whole school evaluation amongst other issues. Ms Byrne attended the Annual Conference of the National Association of Boards of Management in Special Education, where the topics for consideration were child protection issues in special schools, good legal practice for boards of management and workplace bullying awareness and prevention.

Grants

The Board provided a grant to support the publication of *Search* a Church of Ireland journal. The journal is published three times a year and is committed to regularly including articles on education. The Board also grant-aided the Past Students Association of the Church of Ireland College of Education to assist in the running of its annual conference.

Board of Education – Report 2009

Synod Examination in Religious Education

The prize winners for 2007/2008 were as follows:

YEAR 1

Morgan Jellett Fund Prize	Cian Galvin	The King's Hospital
2 nd Prize	Anastasia Baburin	Alexandra College
	Sally Kenna	Alexandra College
3 rd Prize	Anna Nichols	Alexandra College

YEAR 2

James Fitzgerald Gregg Prize	Kirsten Levermore	Alexandra College
2 nd Prize	Nanci O'Reilly	Alexandra College
3 rd Prize	Pippa Tuthill	The Kings Hospital
	Alex Redmond	Newpark School

YEAR 3

Morgan Jellett Memorial Prize	Morenike Koya/Roisin Manning	Wilson's Hospital
2 nd Prize	Killian Hales/Jason Flower	Wilson's Hospital
3 rd Prize	Robert Breadon	Monaghan Collegiate

Junior Division Prizes:

Max van Haastrecht	Ashton School
Tara Farrell	Wilson's Hospital
Alistair Magee	Cavan Royal
Joanne Wylie	Monaghan Collegiate
Sarah Scales	The Kings Hospital
Marco Forte	Newpark School
Alice Somers Donnelly	The High School
Harriet Walsh	Alexandra College
John Fallows	Royal and Prior

TRANSITION YEAR

Ferns Fund Prize	Louise Roulston	Royal and Prior
2 nd Prize	Hannah McCauley	Royal and Prior
3 rd Prize	Chloe Stewart	Royal and Prior

YEARS 5 AND 6

Ferns Exhibition Prize	Ruth Graham	Royal and Prior
2 nd Prize	Wanda Hogan	Ashton School
3 rd Prize	Katie MacDonald	Ashton School
	Lynda Watt	Royal and Prior

Board of Education – Report 2009

Senior Division Prizes:

Luke Naessens
Margaret Hefferman
Louise Martin

Ashton School
Ashton School
Royal and Prior

Hackett Special Prize:

Once again there has been a disappointing response in terms of entries to this examination and therefore the Hackett Special Prize has not been awarded.

The constant support and generosity of the APCK in funding the prizes is greatly appreciated. In an effort to encourage increased participation the APCK has decided to increase prizes both to the individual and to award grants to participating schools for taking part at each level. These increases will be awarded in respect of the 2008/2009 examination.

Mrs Linda Clarke has once again moderated the scripts and we are indebted to her for agreeing to undertake this task.

B. Board of Education (Northern Ireland)

AIMS

The current aims of the Board of Education (Northern Ireland) 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 General Synod of developments in educational policy in Northern Ireland 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);
- 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 Religious Education (RE) core syllabus in schools;
- provide a training and advisory service to bishops, dioceses and parishes in the implementation of Safeguarding Trust. Prepare for the Safeguarding Vulnerable Groups legislation and the introduction of the Vetting and Barring Scheme;
- contribute to training and support for children's ministry in parishes in particular as a partner in the *Building Blocks* conferences.

EXECUTIVE SUMMARY

Education Bill 2008: A public campaign by Churches through the TRC secures historic transferors' rights of nomination to boards of governors of controlled schools.

Review of Public Administration (RPA) Policy paper 20: Publicly owned schools – ownership and representation: Important proposals for a sectoral support body and ownership models for the future of presently designated controlled schools are considered by the Board.

Future arrangements for transfer to post-primary schools: The intervention of Churches into this contentious debate is welcomed by the Board however no political agreement on a way forward has been reached.

Proposed merger of Queen's University of Belfast (QUB) School of Education and Stranmillis College: Churches raise concerns regarding the future preparation of teachers for the controlled sector and commit to ongoing engagement with QUB.

Religious Education and the Council for Curriculum, Examinations and Assessments (CCEA) / RE advisory group: The issue of teacher support in the delivery of the RE within the curriculum under ESA is to be monitored by Churches.

Education Bill 2008

This Bill is the key enabling legislation to set up the Education and Skills Authority (ESA). On introducing this Bill to the Assembly in December 2008, the Education Minister gave an undertaking that there would be no change to existing Transferors'

rights to nominate governors for controlled schools. This was very welcome news and represented a reversal in the Department's original proposals for future governance. The Transferor Representatives' Council (TRC) had made representations to MLAs from all the political parties arguing that their long standing right to nominate such governors should be retained on the basis of fairness and equality. The TRC is grateful to the political parties for listening to its case and making representations on its behalf. The TRC also thanks many members of Churches, school governors, and Education and Library Board members who made representations on this issue. The Board of Education NI has considered wider aspects of the Bill; it noted concern about the very considerable powers of the ESA and questioned the extent of its local 'footprint' which will be essential for the adequate delivery of school services. A submission of comments by the TRC on the new legislation was requested by the Assembly Education Committee in February 2009.

RPA Policy paper 20: Publicly owned schools – ownership and representation

This Department of Education (DE) policy paper makes proposals for a sectoral support body and ownership models for the future of presently designated controlled schools. The TRC made a submission to this consultation informed by comment from the various Church Boards. There is a clear need for a representative body to champion the cause of controlled schools with the demise of Education and Library Boards. This paper suggests that a working group of stakeholders from the controlled sector should bring forward proposals for the composition of such a body. The proposals for an ownership body are complex; various models are explored including that of a 'non-departmental public body'. Such a body would have a duty of care for a schools' estate worth approximately £2.3 billion. Transferors believe it is essential that they hold a significant stake in any ownership body, to keep faith with the original legal agreements of transfer of church schools into the control of the state in the early 20th century. The Board supported the strategy of the TRC to ensure that transferors' rights to oversee the estate of controlled schools are maintained.

Future arrangements for transfer to post-primary schools

In November 2008, education spokespersons from the Church of Ireland, Presbyterian, Methodist and Roman Catholic Churches made a public intervention into the 11+ transfer debate. They spoke out of a pastoral concern for parents, teachers and children in the midst of a growing confusion about transfer arrangements to post-primary education. They underlined the perils of an unregulated system and called upon politicians to stand back from established positions and create a space for the development of a consensus model. They pointed to proposals produced by a group of educationalists with diverse views on academic selection, which focused on age 14 rather than 11 as a more appropriate pathways decision point. The intervention was welcomed by the Board and warmly received by political parties and many educationalists. However no political agreement was reached and in February 2009, the Department issued guidelines for admissions which do not allow for academic selection. However these are not legally binding upon post-primary schools and many Grammar schools have indicated that they intend to set independent admission tests. As a result the system of admission to post primary school is now unregulated and many teachers and parents of year 6 children are understandably feeling bewildered by the uncertainties ahead.

Proposed merger of QUB School of Education and Stranmillis College

The Church of Ireland, Presbyterian and Methodist Churches through their TRC representatives met last year with the DEL Assembly Education committee, the Vice-Chancellor of QUB and some officials from Stranmillis College to discuss various concerns they have around this proposed merger. The Churches' position at present is to accept that there are good educational reasons for a merged institution with the aim of developing a centre of excellence in teacher education. However, they have concerns regarding the future preparation of teachers for the controlled sector. The Churches believe it important that student-teachers have an awareness of the particular ethos of such schools with their historic Church relatedness and characteristic non-denominational worship and religious education. The Vice-Chancellor of QUB has indicated a willingness to engage with the Churches on this issue in a constructive way. The Churches, through the TRC are currently working on proposals for QUB to address their concerns.

Religious Education

Over many years the TRC has found its termly meetings with RE Advisers from the Education and Library Boards (ELBs) very valuable. At recent meetings concern has been expressed that due to the stringencies of vacancy controls on RPA affected posts, RE advisers in two board areas have not yet been replaced following retirement. In addition it seems clear that under the ESA there will be a new model for the delivery of curriculum support for all school subjects. It will be important for the Board along with colleagues in other churches to make representations to the ESA to ensure that teachers will receive adequate support in the delivery of the religious education within the curriculum.

CCEA / RE Advisory Group

A new appointment process has been commenced to find a successor to Ms Linda Colson who was a support officer for this project. The work of the group has continued focusing on raising awareness among schools of the support materials produced for World Religions and Reconciliation.

Safeguarding Trust

The 2008 edition of *Safeguarding Trust* was published in May 2008 and was distributed in a series of information sessions for clergy in each diocese in early June 2008. Training for newly ordained clergy and first incumbents was facilitated in October 2008 and has been followed by a series of training events for parish panel members in Derry, Armagh, Connor and Down and Dromore dioceses.

Ms Margaret Yarr, the Child Protection Officer NI (CPO NI), has facilitated training sessions for a number of parishes, interns on the Jump project, Crosslinks staff and the Church's Ministry of Healing counsellors. In conjunction with Ms Renée English, CPO RI, she has also delivered Safeguarding Trust training to students at the Church of Ireland Theological Institute.

The introduction of AccessNI – the new vetting service for NI, presented some challenges initially but information and advice from the Board of Education supported parishes and dioceses in the transition to the new service. The Board of Education is

Board of Education – Report 2009

registered as an umbrella body with AccessNI for processing applications for vetting checks. Mrs Claire Geoghegan, AccessNI coordinator, has relocated from CIYD offices to the Board of Education offices and is a most welcome addition to the staff team.

A Vetting and Barring Scheme is to be introduced to Northern Ireland in October 2009. This new scheme will implement the Safeguarding Vulnerable Groups legislation and will require individuals who wish to work with children or vulnerable adults to register with the Independent Safeguarding Authority. The Board of Education will provide information and advice in relation to this to individuals, parishes and dioceses.

The CPO NI has attended a number of training courses including: Safeguarding Children from Sexual Abuse in Ireland, Public Protection Arrangements in NI, Northern Ireland Vetting and Barring Scheme and Creating a Safer Church, (an international Anglican conference focusing on the abuse of children and adults in faith-community settings), where along with the CPO RI, she gave a presentation on the subject of child protection in the Church of Ireland.

The process of parish evaluation has continued to be implemented and is overseen by the CPO NI who provides follow-up reports, on each visit, to the incumbents. The visits are carried out by teams of diocesan evaluators who generously give their time and expertise to assist the Board of Education and support parishes. The Board acknowledges the commitment of the diocesan evaluators and offers sincere thanks for their continuing support to the Board of Education and Safeguarding Trust.

The CPO NI has recruited a number of trainers, who will be trained, to deliver Safeguarding Trust training at a local level. It is anticipated that this new training facility will be available in the autumn. The CPO NI continues to provide support and advice on a range of issues to parishes and dioceses throughout Northern Ireland. The CPO NI is a member of a local faith-based child protection group and maintains close links with statutory and voluntary child protection agencies.

Children's Ministry

Following debate at the 2008 General Synod on Children's Ministry in the Church of Ireland, the Board discussed its role and contribution to this area of work. It brought forward a proposal to the Honorary Secretaries of General Synod that a round table discussion be facilitated to include representatives of all the current providers of children's ministry. Such a group could be tasked to consider the feasibility of a children's ministry department in the context of what was currently being provided at diocesan level and through other agencies.

Building Blocks

In November 2008, the seventh annual *Building Blocks* conference took place in Jordanstown and Dublin. The NI organising committee comprises representatives of the Church of Ireland, Presbyterian Church, Methodist Church and Scripture Union. The Jordanstown event drew over 400 delegates and in Dublin over 300 from a wide range of Churches attended. The keynote speaker was Mr Terry Clutterham, Head of Resource Development at Scripture Union. These events have become established as an annual resource for inspiration and training for children's ministry leaders. Details of the conferences including seminar notes etc are available at: www.buildingblocks.ie.

Board of Education – Report 2009

Annual Theological Lectures at Queen's

The 2009 lectures were delivered by Rev Dr David Wilkinson, Principal of St John's College at the University of Durham and lecturer in the Department of Theology and Religion. The themes for his lectures were: *Searching for God in the Origin of the Universe* and *Left Behind, Frozen or Fried? Christian Hope in a Scientific World*. It is noteworthy that this year's lectures were delivered by an academic from the Methodist Church tradition. These popular lectures are funded by the Board and arranged by the Church of Ireland Chaplaincy at Queen's University Belfast.

Personalia

During the year the Board learned of the resignation of Rev Canon John McCullagh as secretary to the Board of Education RI due to his appointment as rector of Rathdrum, Glendalough Diocese. A small presentation was made by the Archbishop of Dublin to Canon McCullagh to express appreciation of his contribution to meetings of this Board and to wish him God's blessing as he returns to parish ministry. The Board also received the resignation of Mrs A McNee and thanks Mrs McNee for her input to discussions, in particular the perspective she brought as a teacher in the primary sector. In January 2009, the Board was informed of the resignation of Rev Canon Dr IM Ellis as an Honorary Secretary to the General Synod. The Board offers its grateful thanks to Canon Ellis who in his *ex officio* role made a valued contribution to its meetings.

Board of Education – Report 2009

APPENDIX A

THE GENERAL SYNOD BOARD OF EDUCATION

The following are the members of the Board and its committees as on 31 March 2009.

THE GENERAL SYNOD BOARD OF EDUCATION

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Ven REB White
Mr SR Harper

Rev FJ McDowell
Canon Lady Sheil

Elected members

Armagh

Rev Canon JW McKegey
Mr RF Palmer

Clogher

Rev Canon RT Gillian
Mr SB Morrow

Derry

Rev S Johnson
Mr D West

Down

Rev Canon JR Howard
Mr I Davidson

Connor

Ven SB Forde
Dr KF Dunn

Kilmore

Very Rev R Ferguson
Mrs J Johnston

Tuam

Rev Canon DTS Clements
Professor P Johnston

Dublin

Vacant
Dr K Milne

Meath

Rev Canon JDM Clarke
Mr A Oughton

Cashel and Ossory

Rev Canon PA Harvey
Mrs A Forrest

Cork

Rev AM Wilkinson
Mr WT Perrott

Limerick and Killaloe

Rev Canon R Warren
Mr TS Hardy

Board of Education – Report 2009

Co-opted members

Rev RJEFB Black
Mr I Bolton
Mr JE Bunting
Mr M Hall
Ms S Hall
Ms S Honner
Ms E Jackson

Ms R Maxwell-Eager
Ms H McBain
Mr RM McKinney
Rev BJB O'Rourke
Mrs P Wallace
Rev GV Wharton
Mr T Wheatley

Secretary

Vacant

Rev IW Ellis attends in his capacity as Secretary to the Board of Education (NI)

Board of Education – Report 2009

EXECUTIVE COMMITTEE

(FOR THE YEAR ENDED 31 MARCH 2009)

The Archbishop of Armagh, Most Rev AET Harper (Chairman)
The Archbishop of Dublin, Most Rev Dr JRW Neill
Mr JE Bunting
Rev Canon RT Gillian
Ms E Jackson
Rev BJG O'Rourke

Mr RF Palmer
Canon Lady Sheil
Ven REB White

BOARD OF EDUCATION (NORTHERN IRELAND)

Ex-officio members

Archbishop of Armagh, Most Rev AET Harper
Bishop of Clogher, Rt Rev Dr MGStA Jackson
The Bishop of Derry, Rt Rev KR Good
Bishop of Down and Dromore, Rt Rev HC Miller

The Bishop of Connor, Rt Rev AF Abernethy
Bishop of Kilmore, Rt Rev KH Clarke
Rev FJ McDowell
Canon Lady Sheil

Elected members

Armagh Rev Canon JW McKegey
 Mr RF Palmer
Clogher Rev Canon RT Gillian
 Mr SB Morrow
Derry Vacancy - Clerical member
 Mr V Carson
Down Rev Canon JR Howard
 Mr I Davidson
Connor Ven SB Forde
 Dr KF Dunn

Co-opted members

Professor K Bell
Mr J E Bunting
Mr TW Flannagan
Mrs R Forde
Mrs H McClenaghan

Mr RM McKinney
Dr TW Mulryne
Mrs MP Wallace
Canon W Young

Observers

Mrs F Brunt
Dr R Marsh

Rev PK McDowell

Board of Education – Report 2009

Honorary Secretary, Board of Education (Northern Ireland)

Mr JE Bunting

Honorary Treasurer, Board of Education (Northern Ireland)

Mr RM McKinney

Secretary, Board of Education (Northern Ireland)

Rev IW Ellis, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

BOARD OF EDUCATION (REPUBLIC OF IRELAND)

The Archbishop of Dublin, Most Rev Dr JRW Neill (Chairman)

Bishop of Kilmore, Rt Rev KH Clarke

Bishop of Cork, Rt Rev WP Colton

Rev RJEFB Black

Ms CL Bruton

Mr M Hall

Mr S Harper

Ms S Honner

Dr S Brook (Observer from the Methodist Board of Education)

Ms E Jackson

Professor P Johnston

Ms R Maxwell-Eager

Dr K Milne

Rev BJK O'Rourke

Mr A Oughton

Ven REB White

Secretary, Board of Education (Republic of Ireland)

Vacant

Board of Education – Report 2009

APPENDIX B

SECONDARY EDUCATION COMMITTEE

REPORT 2009

Membership

Church of Ireland

Rt Rev WP Colton, Bishop of Cork, Cloyne and Ross (Chairman)
Rev RJEFB Black
Mrs JM Bruton
Rev Canon DTS Clements
Very Rev NN Lynas
Mrs P O'Malley
Rev BJG O'Rourke
Ms EE Oldham

The Presbyterian Church

Mr B Duffy
Rev CM Hunter (Deputy Chair)

The Methodist Church

Rev N Mackey
Dr JW Harris

The Religious Society of Friends

Mr A Harrison
Mr D Grubb

Secretary to the Committee and to the Company

Rev Canon JE McCullagh

Administrator (Grants Scheme)

Mr D Wynne

Secondary Education Committee

The Secondary Education Committee (SEC) is a 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 Science (DE&S) to families, where at least one parent is a member of a Reformed Church, needing assistance to send their children to Protestant secondary schools and the representation of the interests of the member Churches in the post-primary education system.

Board of Education – Report 2009

The Committee operates as a Limited Company thus allowing both the corporate body and the liability of individual members to be appropriately insured.

Personalia

Mr Roger Johnson resigned having served as a valued member of the Committee and finance sub-committee. His experience in education and his compassionate approach for difficult cases were important marks of his contributions. The Religious Society of Friends nominated Mr Alan Harrison in his place.

Dr John Harris completed his term as deputy chairperson, representing the Methodist Church and Rev Mary Hunter undertook the role on behalf of the Presbyterian Church. Dr Harris continues as chair of the Committee on Management and the Council of Governors. Rev Canon John McCullagh returned to parochial ministry but continues as secretary to the Committee and the Company pending a permanent appointment.

There were several joint meetings of the Committee on Management and Council of Governors during the period under review. These meetings give representatives of the Irish School Heads' Association, COMPASS the parents' body and the Governors the opportunity to meet with members of the Secondary Education Committee and to provide a common platform for discussion and representation.

The Secretary also attended the annual meeting of the five Comprehensive boards of management which was held in the Royal and Prior School in Raphoe.

Committee Meetings

The Committee and its Finance Sub-Committee met four times during the year under review. The meetings included the Annual General Meeting of the Company.

Messrs Deloitte continue as auditors to the company Secondary Education Committee Ltd.

Block Grant Scheme

Enrolments (2008/09) in the twenty-one fee charging schools totalled 9,816 (9,784 in previous year). This figure does not include the five comprehensive schools. In the school year 2007/08 the audited accounts showed the total amount, received from the DE&S, was €6,222,591 (€5,844,235), the grant in aid of fees totalled €5,863,185 (€5,482,067) and capitation adjustment grant €359,405 (€362,168). The net cost of administering the SEC scheme was €28,530 (€48,764). There is a small grant to assist the running of the office but it is necessary to utilise interest from the grant received to provide a further subvention for these costs.

The following numbers of grants were awarded in respect of the 2008/09 school year: 1,451 day grants (1,544), 914 boarding grants (981), 2,365 in total (2,525).

The Committee agreed to increase grants for the school year 2009/10 on a scale from boarding €1,140 - €6,699 (€1,140 - €5,775) day €480 - €2,505 (€480 - €2,160). 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.

Board of Education – Report 2009

The Administrator, Mr Wynne, again attended a number of open days at the request of schools and took the opportunity to discuss issues with individual parents. He also made contact with each school to discuss the functioning of the grant scheme. This ensures that schools have every opportunity to draw attention to the difficulties of any individual family. Participation in the Council of Schools Charities has also been ongoing, providing a yardstick for other charitable bodies.

Educational Developments

Four schools, in a representative capacity, had undertaken a legal action against the Minister and the Department of Education & Science (DE&S). Following certain agreements and the payment of legal costs by the Department the action was discontinued. The intrinsic tension between the board of management as employer and the DE&S as paymaster remains. This is exacerbated where schools employ teachers using school funds and such staff have expectations of long term employment.

The sudden deterioration in the State finances led to the DE&S altering the pupil-teacher ratio for 09/10 and discontinuing certain grants. These measures affect all second-level schools and have a particular impact on pupils who suffer economic or educational disadvantage. The situation was made significantly worse for the 21 fee charging schools under Protestant management as the Minister removed certain other grants with effect from January 2009 giving the schools no opportunity to plan for such significant financial cutbacks. This action was further compounded by a decision to worsen the pupil-teacher ratio for fee charging schools by a further point.

A meeting with the Minister and his senior officials provided certain clarifications but no hope of significant change in the current economic climate. It was indicated that the Secondary Education Committee might use certain funds under the Committee's control to assist a small number of schools as a transition mechanism. Parents however have been reassured by the guarantee of the continuance of the Block Grant. The grant will continue to assist necessitous Protestant children to attend schools with an appropriate ethos.

Grant Structure

In recent reports there has been reference to a review of denominational membership in relation to eligibility for grants in support of school fees. The DE&S has stressed that grants are for necessitous Protestant children and this narrower interpretation will impact on some families but there will be some measures in the short term to ameliorate the impact on families, already in the system, where there is financial eligibility but where the pupil does not have denominational eligibility.

The Committee maintains a review and appeal procedure for applicants who are dissatisfied with a decision by the grants office.

The Committee appreciates the work of the Administrator, Mr David Wynne, and his Assistant Ms Bridie McCauley who continue to give friendly and effective assistance both to applicant parents and to the schools. Mr Wynne arranged a well attended bursars' conference in the spring which considered some of the issues in relation to developments in the assessment of grants.

APPENDIX C

SUNDAY SCHOOL SOCIETY REPORT - 2009

2008 has been another year of important decisions in the Sunday School Society.

Rev Anne Taylor's three year contract as Children's Ministry Officer ended in August. It was decided to extend the contract for a further twelve months as 2009 is our Bi-Centenary year. Due to inadequate finances we will be unable to fund this post beyond 2009. We were delighted that Rev Taylor was agreeable to this and also the Parish of Rathfarnham who share Rev Taylor's time with us.

Book tokens were distributed once again to the first year students of both Church of Ireland Theological Institute and Church of Ireland College of Education to assist them in their work with children.

On Saturday 29 November *Building Blocks* the annual inter-denominational Children's Ministry Conference, took place in St. Patrick's Training College, Drumcondra. Over 300 attended with many Church of Ireland people travelling from all over the country. Our keynote speaker was Mr Terry Clutterham, Head of Resource Development for Scripture Union Publishing. *Building Blocks* Conference 2009 will take place on Saturday 14 November, the venue is to be confirmed.

As part of our bi-centenary celebrations in 2009, the Society is launching a Lenten Children's Project in conjunction with Sightsavers Ireland. More information is available from the Society website www.sundayschoolsociety.ie

We welcomed Rev Niall Sloane to our committee and look forward to having him working with us.

Ms Gillian Kohlmann and Ms Betty Cox have done great work in the Resource Centre for which we are extremely grateful. Profits this year are well up on last year. These profits also reflect the great work done by Rev Taylor with resources as she travelled the country giving leader training sessions in a number of parishes. Many leaders have reason to be grateful to Rev Taylor for her time and expertise which goes to show that a Children's Ministry Officer should play a vital part in the life of the Church as a whole.

As the year draws to a close, we are aware of a downturn in the economy and we hope this does not have an adverse effect on the Resource Centre in the future.

Church of Ireland Youth Department – Report 2009
CHURCH OF IRELAND YOUTH DEPARTMENT
REPORT 2009

MEMBERSHIP

Executive

President Rt Rev AF Abernethy,
Vice Chair Rev RS Miller (Chairman of Executive Committee)
Treasurer Mr E Hardy
Secretary Dr Q Heaney

Resigned

Rt Rev Dr RCA Henderson resigned January 2009

Rev PL Storey
Mr A Brannigan
Mr David Brown (Youth Ministry Co-ordinator) *ex-officio*

Central Board – Executive (above) and:

Mr A Brannigan Mr N Jackson
Mr S Brickenden Rev MT Kingston
Ms Joyce Clingan Rev PG McGlinchey
Ms S Ferguson Rev LEA Peilow
Mr TS Hardy Mrs J Peters

Co-opted Members

Ms C Bruton
Rev RS Miller

Youth Ministry Co-ordinator

Mr D Brown

Full-time Youth Ministry Development Worker Northern Ireland

Mrs S Hamill

Full-time Youth Ministry Development Worker Republic of Ireland

Mr S Tucker

Full-time Year Out Co-ordinator (Jump Programme)

Ms C Little

Secretary in Holywood Road, Belfast

Mrs B Swann

Church of Ireland Youth Department – Report 2009

Executive Summary

During the period from January to December 2008 there have been ongoing developments across the youth work sector within the Church of Ireland. This report will draw the General Synod's attention to a number of areas of interest:

- A review of the Church of Ireland Youth Department (CIYD) staffing issues;
- A review of CIYD's 2008 Youth Ministry programme;
- Notification of youth ministry developments of interest to the General Synod;
- Review of the 2008 *Jump* programme;
- CIYD strategic aims and objectives 2009 – 2010;
- Finally, CIYD will bring to the General Synod a motion regarding Confirmation for approval.

Staff updates

Mr Shane Tucker (Republic of Ireland): Mr Tucker has continued to develop his ministry further with a range of parish and diocesan visits throughout 2008, across the Republic of Ireland. He has offered training through the *Mobilise* programme to a number of parishes and dioceses. One of Mr Tucker's priorities this year has been in the design and production of *Inspire*. This labour of love has been successfully completed, launched and provides parishes with a comprehensive youth ministry resource guide. Mr Tucker also represents CIYD on the Church of Ireland Council for Mission and represents CIYD on the *Urban Soul* programme run under the auspices of 3Rock Youth (Dublin and Glendalough Youth Initiative).

Ms Sharon Hamill (Northern Ireland): Ms Hamill has continued to develop and strengthen the *Connect* programme for youth workers across Northern Ireland. This task includes significant preparation meetings and networking and has seen a large uptake by Church of Ireland practitioners. Alongside these responsibilities, Ms Hamill runs CIYD's *Summer Madness* venue. Ms Hamill's ministry has seen significant development with now over fifty salaried youth workers across the Church in Northern Ireland alone. CIYD has around seventy-five full or part time youth workers on its books across the Church, including *Jump* Interns.

Ms Catherine Little: See *Jump* Programme update.

Ms Barbara Swann: Ms Swann remains core to all of CIYD's administration systems and networks across the Church and voluntary youth sector.

Mr David Brown: Mr Brown has undertaken significant visitation and engagement with diocese's around their youth ministry needs. His time is often taken up with staff management and representation issues on behalf of CIYD. Mr Brown greatly enjoys all of this work and remains grateful for the support of diocesan and CIYD Executive colleagues. In particular, Mr Brown's work has also seen continued support to the Centre for Youth

Church of Ireland Youth Department – Report 2009

Ministry Ireland which has now launched its degree programme (BA Hons in Youth Work with Applied Theology) September '08. This programme arises out of the work of Youth Link (NI).

2008 CIYD programme overview

Connect Days and Connect Residentials

It has been encouraging to note that greater numbers of Church of Ireland youth workers have participated in the *Connect* leadership programme as facilitated by the Youth Department. Not only does *Connect* allow youth ministers an opportunity to rest and reflect; a large success of the '08 programme was in having a focus on key youth ministry skills. Significantly, the *Connect* programme sees ministry across the island of Ireland come together.

Summer Madness (in partnership with Youth Link)

The beginning of the summer period for CIYD sees the staff team and volunteers commit to resourcing and training many of those youth leaders from all denominations at the annual *Summer Madness* venue. Workshops were conducted on topics such as reconciliation and youth work skills. The Department estimates that over seven hundred individuals participated in this programme throughout the event.

Urban Soul (in support of 3Rock Youth)

CIYD, through the offices of Mr S Tucker worked in support of the organising partnership behind *Urban Soul* for the first time this year. All accounts point to a very challenging and encouraging community service event having taken place.

Anois

It was a real privilege to see another *Anois* youth event occur this year, (October 25-27). Over forty adult and young adult volunteers from across the Church participated in running *Anois*. The event itself saw around one hundred and thirty participants involved in worship, fun and activities and all that makes up a Christian youth festival. CIYD acknowledges the hard work of many volunteers who made this year's event happen, notably Mr Edward Hardy of Limerick Diocese and Mrs Fiona Forrest-Bills of Cashel and Ossory Diocese.

Ordinands week

The Youth Department alongside colleagues from the Diocesan Youth Officer's Network supported the Church of Ireland Theological Institute with the annual youth ministry training week (September 2008).

Diocesan Youth Officers’ Retreat

Church of Ireland Diocesan Youth Officer’s alongside the CIYD Staff team spent three days as part of their annual retreat. This occasion was facilitated by Mr Mark Russell, Church Army and was held at St Katharine’s, London.

Issues to bring to the attention of the Central Board’s attention

Youth Work Audit

A review of youth ministry practice and levels of engagement by young people across the Church of Ireland was conducted in 2008. This comprehensive report is available from the CIYD website www.ciyd.org

The Hard Gospel and the ‘Where would Jesus be?’ resource

The Youth Department under the auspices of the Hard Gospel Project launched during Summer Madness 2008 a new youth resource ‘Where would Jesus be?’ *WWJB?* is a youth work resource tackling issues such as sectarianism, racism and discrimination. Free copies of *WWJB?* are available through the CIYD office and copies have been circulated to all parishes in the Church.

Inspire

CIYD has now produced and marketed a youth work parish resource guide called *Inspire*. *Inspire* brings together, as a reference guide, a range of material covering best practice issues in terms of Church based youth work including youth work methodologies, theology and practical youth work ideas. It is anticipated that *Inspire* will provide youth workers with a resource guide that allows them to reflect on their practice and to develop new ways of examining their work.

Centre for Youth Ministry Ireland

As noted above, the Centre for Youth Ministry Ireland has now engaged with its first cohort of twenty-two students. CYMI is a partnership between Youth Link (NI) and Belfast Bible College and as such has drawn in a number of Church of Ireland youth officers, youth workers and colleagues in terms of its first year teaching staff. Conversations are also beginning to emerge between CIYD and the new Theological Institute as to how the new degree in youth ministry can feed into the Institute and its teaching programme.

CIYD Partnerships and Networks

The Youth Department continues to represent the Church of Ireland on a number of important youth work networks.

Church of Ireland Youth Department – Report 2009

- Youth Link N.I.-CIYD Represented by the Youth Officer, Mr A Brannigan, Mrs S Hamill, Mr P Hamill.
- Youth Net-Youth Officer sits on the Faith based Interest Group.
- National Youth Council of Ireland. Youth Officer on NYCI Council. Mr M Dunwoody represents CIYD on the NYCI International panel.
- Centre for Youth Ministry Ireland.
- Youth Council for Northern Ireland.
- International Anglican Youth Network.
- Relationships and Sexual Education forum.

CIYD networks within the Church of Ireland

- The Church of Ireland Council for Mission (Mr Shane Tucker).
- The Covenant Council (Mr David Brown).
- The Board for Social Action, Northern Ireland. (Mr David Brown).
- The Board of Education. Republic of Ireland (Ms Claire Bruton).

The *Jump* Programme

CIYD is very pleased that, with the generous support of the Priorities Committee and the Allocations committee, six young adult interns are now on placement across Church of Ireland parishes.

The *Jump* programme offers a unique opportunity for young adults with support, training and supervision, to explore their sense of call within a parish based youth ministry context. Much credit for the establishment of the programme must go to Ms Catherine Little. For more information on the *Jump* programme or to direct young adults to this ministry please contact Catherine at catherine@ciyd.org

Do please pray for these young adults, that their sense of God's purpose in their lives will be deepened and that the hosting parishes will be richly blessed.

Church of Ireland Youth Department – Report 2009

CIYD 2009 Key tasks schedule

Month	CIYD Key Tasks
January	Youth Service Grant application. Membership analysis to Youth Affairs Section. Youth work audit. Draft to CIYD. Central Board AGM and Annual report given.
February	<i>Jump</i> presentation to Allocations CIYD Accounts audited. General Synod report completed.
March	CIYD Accounts to Youth Affairs and RCB. Youth Ministers' <i>Connect</i> retreat.
April	<i>Jump</i> team interviews. Publication of Youth Work audit.
May	Youth Officers' Residential. General Synod. Draft 2010 events programme tabled.
July	Mid-year report to Youth Affairs Section. 2010 CIYD programme and events postcard launched. <i>Summer Madness</i> .
August	
September	Youth Ministry Training @ C of I Theological Institute. <i>Jump</i> team induction. CIYD Central Board.
October	Draft '010 Allocations Committee application. CIYD annual insurance organised
November	Draft '010 Youth Affairs Grant application. NYCI annual residential Republic of Ireland insurance arranged.
December	Youth Ministers' <i>Connect</i> retreat Youth Affairs submission. Staff annual appraisals.

Conclusion

The Church of Ireland Youth Department remains very thankful for the support of many volunteer youth workers, clergy and full time youth officers' across the Church. With the economic situation across Ireland worsening, a real fear is that front line services to young people are cut or diminished. This provides the Church with both challenges and possibly opportunity in how the Gospel of Christ can be shared with this generation of teenagers and how adults are encouraged to engage with young people.

CIYD Motion to General Synod 2009

Introduction

The area of Confirmation continues to remain a strategic element of the Church of Ireland's work with young people. Data obtained from a CIYD survey (from the 2007-8 academic years) of 241 parishes showed that there were 1,659 young people undertaking Confirmation in just one year.

However, much remains to be done to maximise the potential of Confirmation, particularly in the retention of young people as Church members in the months after they are confirmed.

Therefore CIYD proposes:

‘That General Synod establishes a working group to study the role of Confirmation in the faith development of young people across the Church of Ireland. That this working group exists under the auspices of CIYD and reports its findings and recommendations to General Synod in 2010.’

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT
YEAR ENDED 31 DECEMBER 2007**

BOARD RESPONSIBILITIES

The Board is responsible for preparing the financial statements in accordance with accepted accounting practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

Irish company law requires the Directors to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Department and of the surplus or deficit of the Department for that period. In preparing the financial statements, the Directors are required to:

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

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

The Board is responsible for keeping proper books of account, which disclose with reasonable accuracy at any time the financial position of the Department and to enable them to ensure that the financial statements are prepared in accordance with accounting standards. They are also responsible for safeguarding the assets of the Department and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Church of Ireland Youth Department – Report 2009

CHURCH OF IRELAND YOUTH DEPARTMENT
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2007

INCOME	2007	2006
	€	€
Department of Education (Republic of Ireland)	257,203	235,654
Representative Church Body	292,838	241,251
Donations	19,703	15,913
Priorities Fund	6,818	-
Insurance	2,389	-
Interest	3,118	108
Programme	<u>27,918</u>	<u>24,722</u>
TOTAL INCOME	<u>609,987</u>	<u>517,648</u>
<u>EXPENDITURE</u>		
<u>Staff & Volunteer Costs</u>		
Staff salaries and expenses	224,837	225,933
Central Board and Executive	15,907	16,511
<u>Training, Programme & Grant Allocations</u>		
Training events	38,006	24,673
Programme events	38,622	52,163
Devolved funding grants	84,020	111,876
Summer Madness	13,637	14,892
Conference Expenses	-	647
Jump Project Expenses	2,075	-
<u>Office & Administration</u>		
Insurance	7,890	8,797
Auditors fees	4,970	3,500
Professional fees	-	149
Rent	19,773	11,716
Stationary and printing	-	-
Telephone, postage and internet	7,473	3,582
Office expenses	23,237	20,311
New office	-	-
Heat and light	1,499	1,847
Depreciation	12,332	18,324
Bank interest and charges	213	-
Resources	622	1,549

Church of Ireland Youth Department – Report 2009

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT
INCOME AND EXPENDITURE ACCOUNT – CONTINUED
YEAR END 31 DECEMBER 2007**

Carried forward

Fees & Membership

General membership fees	1,769	2,244
Youth Link Northern Ireland	11,799	12,271
POCVA	<u>5,605</u>	<u>4,808</u>
TOTAL EXPENDITURE	<u>514,286</u>	<u>535,793</u>
	95,701	(18,145)
Foreign exchange difference	<u>(2,985)</u>	<u>1,001</u>
NET SURPLUS / (DEFICIT) FOR THE YEAR	<u>(92,716)</u>	<u>(17,144)</u>

Note: The Rate of exchange used for translating Sterling to Euro was Stg 1.0 = 1.3637 Euro (2006 – 1.4892 Euro)

Church of Ireland Youth Department – Report 2009

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT
BALANCE SHEET AS AT 31 DECEMBER 2007**

		2007		2006	
		EUR€	EUR€	EUR€	EUR€
TANGIBLE FIXED ASSETS	4		27,454		40,757
CURRENT ASSETS					
Debtors and prepayments	5	80,766		7,100	
CASH AT BANK AND IN HAND					
Cash		<u>16,255</u>		<u>6,307</u>	
		97,021		13,407	
CURRENT LIABILITIES					
Creditors	6	<u>32,264</u>		<u>14,669</u>	
NET CURRENT ASSETS			<u>64,757</u>		<u>(1,262)</u>
NET ASSETS			<u>92,211</u>		<u>39,495</u>
INCOME AND EXPENDITURE ACCOUNT					
Opening balance			39,495		41,639
Provision written back			(40,000)		15,000
Surplus / (Deficit) for the year			<u>92,716</u>		<u>(17,144)</u>
			<u>92,211</u>		<u>39,495</u>

Note: The Rate of exchange used for translating Sterling to Euro was Stg 1.0 = 1.3637
Euro (2006 – 1.4892 Euro)

Church of Ireland Youth Department – Report 2009

The Covenant Council – Report 2009

THE COVENANT COUNCIL

The Church of Ireland and the Methodist Church in Ireland

REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2009

MEMBERSHIP

Church of Ireland

Most Rev Dr Richard Clarke, Bishop of Meath and Kildare (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne (Secretary)

Rev Dr Maurice Elliott

Rev Barry Forde

Rev Virginia Kennerley

Mr Cyril McElhinney

Rev Peter Thompson

Methodist Church

Rev David Kerr (Co-Chair)

Rev Donald Ker (The Secretary of Conference)

Rev Andrew Dougherty

Rev Geraldine Gracie

Ms Gillian Kingston

Mr Philip Robinson

Rev David Rock

Rev Janet Unsworth

The Covenant Council met in two one-day sessions and one residential session during the year and its Executive Committee met once during the same period. It has continued to encourage the Churches' engagement with the interim statement on *Interchangeability of Ministry & Episcopate* presented at the General Synod and Conference in 2007 and awaits responses from both. In the last year the Council has begun to re-focus on supporting joint projects and events and on a better 'grounding' of the Covenant at local level, principally in seeking to re-awaken the Facilitators' system and the provision of further resource material for use at local level. It is hoped that as the fruits of such efforts come into effect, our traditions will continue to find ways of making future co-operation more possible through the introduction of the necessary legislation and procedures within their structures.

Interim Statement on *Interchangeability of Ministry & Episcopate*

The Council notes with some disappointment that neither the Church of Ireland nor the Methodist Church in Ireland are ready to respond to the interim statement this year. However, it is encouraging to note that both traditions are now engaging with the document and have indicated that responses will be forthcoming in 2010.

The Covenant Council – Report 2009

Joint Projects and Events

The Council continues to receive reports on many of the joint projects whether they be once-off, regular or permanent in nature. We are particularly pleased to hear of ongoing discussions about future cooperation in the chaplaincies in Queen's University, Belfast.

The Council also continues to receive information about possible areas of misunderstanding at joint events and reminds both Churches about the need for sensitivity in matters of orders of procession and the involvement of each others' clergy and other ministers at occasions of particular importance to either tradition. The Council's second booklet, *Working Out the Covenant: Guidelines for the Journey*, published last year is designed to be of use in such situations. It is available from No 9 Resource Centre, 9 Lennoxvale, Belfast, the Resource Centre Bookshop, Rathmines and The Good Book Shop, Belfast.

Joint Mission Events

The series of joint mission events organised by a group representing the mission committees of both traditions continued successfully in the last year. The event entitled *Future Church* held in Dublin on 29 November 2008 was very successful. The Joint Mission Committee hopes to run a series of roadshows in 2009 in four or five locations around Ireland.

In order to ensure the effective future functioning of the Joint Mission Committee the Council recommends to the Methodist Home Mission Department and the Church of Ireland Council for Mission that they each nominate four people to the committee, that up to two more members may be co-opted according to the skills needed for particular projects, and that the Council nominates one observer. The Council further recommends that geographical spread be kept in mind when representatives are being nominated/co-opted. The chairpersons of the mission bodies of each church are asked to have oversight of the Joint Mission Committee and in particular to ensure that its brief remains rooted in a broad sense of mission and not just that of *Fresh Expressions*.

The Council gratefully acknowledges the huge contribution made by Ms Sandra Dixon to the Joint Mission Committee since its inception. She has now ended her membership of the Council and the Committee where her dedication, clear vision and rigorous reporting to the Council will be missed.

Facilitators

The Facilitators' sub-group of the Council has begun a process of re-evaluating the role of the Covenant Facilitators. This has arisen due to there being many vacancies across the island, an awareness that Facilitators need further resourcing and the difficulty of their engaging with each other due to structural and organisational differences in the Churches, not least the fact that Methodist districts and Church of Ireland dioceses do not share common boundaries. The sub-group will be reporting back to the Council in June with particular reference to the redefinition of the role of the Facilitator, the recruitment and deployment model and the resourcing of the Facilitators.

The Covenant Council – Report 2009

Publications

The Council is pleased to announce the publication of the third booklet in its series designed to help members of both traditions to engage with each other in a more meaningful and sensitive way. The new booklet, *Working Out the Covenant: A Shared Spiritual Heritage*, edited by Ms Gillian Kingston, is designed to provide a wide range of liturgical resources common to both traditions. It is hoped that this booklet will foster a greater appreciation of the collects, hymns and prayers familiar to both traditions and provide a resource for those preparing for joint worship.

Ecumenical Canons

The Council continues to be concerned about the lack of canonical legislation in the Church of Ireland dealing with ecumenical issues. We feel that such legislation is essential in order to set out the necessary framework for future Local Ecumenical Partnerships and to address the liturgical, ministerial and practical issues which continue to arise in joint projects.

Membership

The Council bade farewell to the Rt Rev Harold Miller as Church of Ireland Co-Chair at its meeting in October 2008. Bishop Miller has now taken up the Anglican Co-Chair of the Anglican Methodist International Commission for Unity and Mission (AMICUM), the first meeting of which took place in January 2009. We wish him well in this task and thank him for his work on the Council. We welcomed the Most Rev Richard Clarke as the new Church of Ireland Co-Chair at our meeting in February 2009.

The following members resigned from the Council in the last year: Dr Andrew Pierce, Rev Adrian Empey, Mr David Brown, Ms Sandra Dixon and Rev Brian Griffin.

The Rev Barry Forde was appointed as a Church of Ireland member of the Council in October 2008.

Following a re-evaluation of its membership, the Council proposes that its membership be reduced as per the resolution below.

RESOLUTIONS FOR CONSIDERATION BY THE GENERAL SYNOD 2009

- 1 The General Synod receives the Report of the Covenant Council
- 2 The General Synod recommends that there be co-opted one Methodist member and one Church of Ireland member from the Covenant Council to any relevant committees concerned with the establishment of ecumenical canons for the Church of Ireland.
- 3 The General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Methodist congregations on or around September 26 each year.
- 4 The General Synod agrees to the reduction of the membership of the Covenant Council to eight members from each tradition and appoints its representatives to the Covenant Council for the coming year as follows:
Church of Ireland
Most Rev Dr Richard Clarke, Bishop of Meath and Kildare (Co-Chair)
Ms Elva Byrne
Very Rev Nigel Dunne (Secretary)
Rev Dr Maurice Elliott
Rev Barry Forde
Rev Virginia Kennerley
Mr Cyril McElhinney
Rev Peter Thompson
- 5 The Synod also agrees to allow the Covenant Council to temporarily co-opt members of either tradition with special expertise relevant to the Council's work from time to time.

Commission for Christian Unity and Dialogue - 2009

COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE

REPORT 2009

MEMBERSHIP

The Archbishops and Bishops

Most Rev Dr RL Clarke, Bishop of Meath & Kildare (Chair)	Mr WT Morrow
Rev Canon P Comerford	Rev DR Nuzum
Rev Canon DWT Crooks	Mr N Richardson
Rev Canon Dr IM Ellis	Very Rev PW Rooke
Mr SR Harper	Ms CS Turner
Rev IJE Knox	Rev OC Ulogwara
Rev Canon WA Lewis	Rev GV Wharton
Rev DM McCallig	Rt Rev TR Williams, Bishop of Limerick
Mrs R McKelvey	Mrs AJ Wills
Dr K Milne (Honorary Secretary)	

Executive Summary

It is not surprising that many people, if not most, find the number of ecumenical organisations and their acronyms highly confusing. However they have specific roles to play, and insofar as our resources permit at a time of almost unprecedented financial constraint, it is our wish to play as active a part as possible in these organisations. Our representatives attend many meetings and subsequently report to us, and we consider it to be of the highest importance that the work of this commission and the reports that we receive should be known in the parishes. Modern technology makes this possible and we intend to set up a web-site whereby information about our activities can be readily accessed. We would also draw particular attention to preparations for the CEC Assembly in Lyon in July (section a below), our plans for participation in some of the various Anglican Networks (section b) and hopes for creating opportunities for inter-faith dialogue (section c)

(a) Ecumenical affairs

Most Rev Dr RL Clarke, Bishop of Meath and Kildare (Convenor)
Dr K Milne (Honorary Secretary)
Rt Rev RCA Henderson, Bishop of Tuam
Rev Canon DWT Crooks
Rev DR Nuzum,
Mrs R McKelvey
Mr WT Morrow
One Church of Ireland representative from the Covenant Council
One Methodist representative from the Covenant Council

Commission for Christian Unity and Dialogue - 2009

Irish Council of Churches (ICC) and Irish Inter-Church Meeting (IICM)

The Annual General Meeting of the ICC took place on Thursday 2 April in Gracehill Moravian Church near Ballymena, County Antrim. The theme of the meeting was 'Living for Tomorrow's World- green? global? greedy?' The keynote speaker was Professor Ferdinand Von Prondzynski, the President of Dublin City University. The Bishop of Meath and Kildare, as Vice-president of ICC has over the past regularly attended meetings of the executive committee of ICC and has also attended meetings of IICM.

Week of Prayer for Christian Unity

The customary Week of Prayer for Christian Unity began on Sunday 25 January 2009 and was marked by events throughout the country. As before, we provided parishes with a proposed text for acts of worship.

Churches Together in Britain and Ireland

The Chairman, Most Rev Dr RL Clarke and Honorary Secretary, Dr K Milne attended the annual CTBI forum for senior church representatives held in Edinburgh on 30 April and 1 May 2008. A major item on the agenda was the establishment of a series of four 'Networks' comprising representatives of the member churches from England, Scotland, Wales and Ireland. Church of Ireland representatives on the networks are as follows:

- Churches' racial justice network: Very Rev Gordon Wynne
- Churches' international student network: Rev Darren McCallig
- Churches inter-religious network: Rev Obinna Ulogwara

A representative on the Global mission network has yet to be appointed.

An important CTBI initiative has been the establishment of a China Study Centre which is intended to provide a comprehensive resource for those interested in developing their understanding of the Church in China (see www.ctbi.org.uk)

This year's forum takes place in Cardiff on 12 and 13 May 2009.

Four Nations' Faith and Order Consultation

The Second Four Nations' Faith and Order Consultation was held in the General Synod Office of the Scottish Episcopal Church, Edinburgh during the period 20-22 October 2008. The Church of Ireland was represented in Edinburgh by the Dean of Killala, The Very Rev Dr Sue Patterson and the Bishop of Clogher, The Rt Rev Dr Michael Jackson. (See Appendix A - report from Bishop Jackson).

Meissen Commission

Rev Canon Dr Ian Ellis, observer on behalf of the Church of Ireland, Church in Wales and Scottish Episcopal Church at these conversations (which are essentially bilateral meetings between the Church of England (CoFE) and the German Protestant Church) has reported to us

Commission for Christian Unity and Dialogue - 2009

on his attendance at last year's meeting in Germany. (See Appendix B - report from Canon Ian Ellis)

Conference of European Churches (CEC)

We continue to explore with the ICC issues that emerged from the Third Ecumenical Congress in Sibiu last year. This year marks the 50th anniversary of the formation of CEC, which comprises the Orthodox, Protestant, Anglican and Old Catholic Churches of Europe, and its 13th Assembly will be held in Lyon, France, from 15-21 July 2009. It will be attended by the Bishop of Meath and Kildare, on behalf of the ICC and Dr Kenneth Milne, Honorary Secretary of the Commission for Christian Unity and Dialogue on behalf of the Church of Ireland. At a time of serious economic decline in Europe and political uncertainty (due in part to the rejection of the Lisbon Treaty by Ireland) this assembly will be looking at a European society that has been transformed greatly since the collapse of the Iron Curtain a decade ago. It is the intention of the organisers that the issues on the assembly's agenda will be considered by the member churches well before July so that representatives will bring with them the concerns and attitudes of their constituencies.

(b) Anglicanism

Rt Rev MAJ Burrows, Bishop of Cashel and Ossory (Convenor)

Ms K Turner (Honorary Secretary)

Rt Rev HC Miller, Bishop of Down and Dromore

Rev Canon Dr IM Ellis

The Church of Ireland representative on the Porvoo Contact Group (Rev FJ McDowell)

The Church of Ireland representatives on the Anglican Consultative Council (Rev Dr MJ Elliott and Ms K Turner)

Mr I Smith

Mrs P Wallace

Lambeth Conference

In advance of the Lambeth Conference of 2008 the working group considered the level of response in the Church of Ireland to the totality of the resolutions passed at Lambeth 1998.

Anglican Covenant

The working group followed the developments of the Anglican Covenant Design Group in relation to a proposed Anglican Covenant, and of the interim Church of Ireland response from a group set up by Standing Committee.

Anglican Networks

The working group reviewed the Church of Ireland engagement with the Anglican Consultative Council Networks. It considered what further involvement might be beneficial to the Church of Ireland, and how the Church of Ireland might best enrich the life of others.

Commission for Christian Unity and Dialogue - 2009

Anglican Consultative Council (ACC)

In preparation for the ACC meeting of 2009 the working group considered the level of response in the Church of Ireland in relation to the resolutions passed at previous ACC meetings. This exercise is of much practical assistance to the two members of ACC who are also members of the working group (Rev Dr Maurice Elliott and Ms Kate Turner).

Porvoo

Following the untimely death of Very Rev Desmond Harman the working group considered the appointment of a contact person for Porvoo. This was based on information that had been previously provided by Dean Harman on the evolving role of the contact person. Following his appointment as the Church of Ireland Porvoo Contact person Rev John McDowell joined the working group and circulated his reports to and post the meeting held in Vilnius in October 2008. The working group recognised the need to differentiate between Porvoo contact meetings and invitations to other thematic gatherings arising from the Porvoo process. A paper by Canon Ian Ellis reviewing the Porvoo Statement and its relevance to current debate on an Anglican Covenant was considered by the working group. (Appendix C – report from Rev John McDowell)

Old Catholic Church

The working group is reviewing the maintenance of contact between the Church of Ireland and the Old Catholic Church.

(c) Inter-faith

Rt Rev Dr MGStA Jackson, Bishop of Clogher (Convenor)
Rev Canon P Comerford (Honorary Secretary)
Very Rev PW Rooke
Rev O Ulogwara
Rev D McCallig
Mr S Harper
Dr S Hood

The recent conflict in the Gaza Strip is just one of the many signs of how urgent the task of interfaith dialogue is today, and the working group feels strongly that interfaith dialogue must remain a priority in the mission and work of all the Churches.

A major conference on the theologies of peace within the three main monotheistic traditions, examining peace and war in the scriptures of the Jewish, Christian and Islamic traditions, was planned for September 2009. Ms Clare Amos had agreed to be the principal speaker.

Budgetary constraints have forced the working group to postpone this conference until at least next year. But we are in no doubt about the urgent need to build on the Church of Ireland's

Commission for Christian Unity and Dialogue - 2009

commitment to dialogue, which is central to the Mission Statement of the House of Bishops, and so we are continuing to plan this conference and to work towards convening it in 2010.

The Middle East continues to provide the focus and the agenda for much interfaith work, and so the response to General Synod's approval of the use of the "Jerusalem Prayer" throughout the Church of Ireland on 8 June was both positive and encouraging. The Middle East dimension to the agenda in interfaith dialogue was brought home also with the visit of a Palestinian youth group to Ireland last summer, and Dr Susan Hood played a major role in organising their programme and itinerary.

At this difficult time we have also sent our greetings and assurance of prayers to the Anglican Bishop of Jerusalem.

The *Interfaith Guidelines* have been circulated to all bishops, and they have been asked to send these to Diocesan Councils for Mission and other appropriate diocesan-level bodies for responses, observations on their usefulness and suggestions for updating any future revisions.

The working group has continued to build its expertise and knowledge in this field, hearing reports on the Inter-Faith Indaba at Lambeth 2008 (10 minutes), and on the Archbishop of Canterbury's meeting with Chief Rabbis of Israel.

A CTBI request for Church of Ireland representation on an interfaith group has resulted in the nomination of one of our members, the Rev Obinna Ulogwara.

The future plans for the Inter-Faith Working Group include:

- drawing together school chaplains and hospital chaplains, because it is in schools and hospitals that contact among the members of World Faiths often occur in the first instance in Ireland happens.
- a residential conference in Leicester where participants could experience living families of other faiths and learn first-hand of the culture and family life of others.
- identifying members of the Church of Ireland, lay and clerical, who can act as 'resource persons' in their dioceses.

Commission for Christian Unity and Dialogue - 2009

Resolution for consideration by the General Synod 2009

That the General Synod is of the view that the time is right for the different Christian traditions in Ireland to explore afresh together a common theology of baptism and to share insights concerning their baptismal discipline and practice. The Synod accordingly instructs the Commission for Christian Unity and Dialogue to make this issue a priority on its agenda.

APPENDIX A

FOUR NATIONS' FAITH AND ORDER CONSULTATION

Introduction

The Second Four Nations' Faith and Order Consultation was held in the General Synod Office of the Scottish Episcopal Church, Edinburgh during the period 20-22 October 2008. We worshipped in the neighbouring St Mary's Cathedral. The First Consultation had been held in Dublin in 2006. The Church of Ireland was represented in Edinburgh by the Dean of Killala, the Very Rev Dr Sue Patterson and the Bishop of Clogher, the Rt Rev Dr Michael Jackson.

The Consultations provide an opportunity for the Anglican Provinces of England, Ireland, Scotland and Wales to share work in progress and to review developments across the Four Nations and throughout the Anglican Communion as they impinge on the Four Nations. The following documents formed the basis of the Consultation:

- The St Andrew's Draft of the proposed Anglican Covenant
- The Nature and Mission of the Church (a WCC document)
- Cardinal Kaspar's Address to the General Synod of the Church of England on the Ordination of Women to the episcopate
- The Mission and Ministry of the Whole Church
- Embracing the Covenant, the Quinquennial Report of the Joint Implementation Committee (JIC) of the Anglican-Methodist Covenant.

Other areas considered in the working sessions were: Liturgical Formation, Fresh Expressions of (the) Church, the expansion of membership of the Meissen Commission.

Church of Ireland contributions included: the recently published Covenant Council document by Mrs Gillian Kingston; a briefing paper on Meissen Membership by Rev Canon Dr IM Ellis; an ecclesiological assessment of the Ballina fresh expression of church (FXC) which is both ecumenical and cross-community by Dean Patterson.

Some Areas Covered

In what follows I will give a flavour of the discussion over this broad-ranging spectrum of business, as much as anything to show where we might expect to make a contribution in this important area were the Church of Ireland properly to resource work like this.

- (1) The Anglican Covenant proved to be a matter of considerable interest. Discussion centred on a number of areas such as: What does being a visible church, if indeed the Anglican Communion can be described in such terms, demand at an international level? The Consultation grappled with two issues in particular in this regard. The first is that with so many definitions of the word: covenant 'doing the rounds' at any given time, what particular expression of covenant are we dealing

Commission for Christian Unity and Dialogue - 2009

with at any given time? (A participant identified at least four different usages on the part of the Archbishop of Canterbury during the Lambeth Conference alone.) The second is that ecumenically, but not internally, we have worked hard at coherence, even if we often sense little return. A number of working principles emerged for consideration, for example: to be in communion is to be bound together within the love of God, is expressed in our behaviour towards, respect for and co-operative mission with one another. We learned that the Canon Law Project of the Anglican Communion was originally conceived as the mechanism whereby the practicalities of communion might be taken into a Province's Canon Law, thereby providing within each Province something which would be common to all Provinces and could be appealed to as a common core of a creative and co-operative Anglican identity. In such a way as this it had been hoped that 'the Covenant' would become part of the structures of each individual Province. The Consultation expressed little confidence in the Covenant having the capacity to deliver what was being asked of it. Four seemingly interminable years after The Windsor Report, we can see how the original half-thought through vision seems increasingly unworkable and idealistic. This was said for the following reasons. Can the Covenant do enough to hold together those whom it is supposed to hold together? Who should be its signatories, when across the Anglican world there are such different and disparate Anglican polities? Attention was drawn to a paper by the late Professor Henry Chadwick written in preparation for The Virginia Report. It referred to the identification of one hundred theses/axioms derived from what as Anglicans we hold in common along with the suggestion of the necessity to recognize what we do have in common canonically *prior to* any adoption of a Covenant. Another insight shared was that in a post-Colonial age and in an era where the word 'mission' can be used with a whole range of meanings, the overwhelming dilemma which we face is that of being a communion without sharing a culture. Anglicans are largely allergic to demands for uniformity.

- (2) The Nature and Mission of the Church (a WCC document) which has been sent to all the churches for consideration and response was discussed. A number of problematic issues regarding it were raised: its slant was overwhelmingly Reformed and insufficiently catholic; it gave inadequate mention of the relationship and the tension between the visible and the invisible church; it offered no understanding of the relationship between mission and salvation; there was no mention, in an ecumenical context, of the Five Marks of Mission of the Anglican Communion. A wider general concern was expressed that the document assumed an understanding of the church which suggested too sharp a distinction between the church and the world and proffered an inward-looking focus as intrinsic to the identity of the church. It was felt that the addressing of even some of the concerns raised would have gone a long way to correcting the impression of an outmoded response to an urgent problem.

Commission for Christian Unity and Dialogue - 2009

- (3) A presentation by Dean Patterson on structural issues relating to the emerging fresh expressions of church (FXC) scene in Ireland with illustrative reference to the development of an FXC in Ballina involving the Methodist, Presbyterian, Church of Ireland and Roman Catholic churches, along with both Church of Ireland and Roman Catholic bishops, was well received. It was practical in character, theologically well-argued and located critically within the exciting and fluid FXC movement. FXC was described as a movement currently running ahead of structures and in no sense something 'from the top down.' In fact the questions it poses are going in the opposite direction. Scottish Episcopal Church (SEC) shared the fact that the Church of Scotland was, in a certain sense, leading the way in this area in Scotland, having put 25% of its budget currently into schemes akin to FXC. There were two particularly important observations. The first was that a key person in FXC in an Anglican context is the diocesan bishop who, ecclesologically, offers permission if, in her/his judgement, it is a Godly way to move. The second is that successful FXCs are already raising questions relating to the function of ordained ministry which are engendering a crisis of confidence among clergy. The strong suggestion was made that there be an Inter-Provincial Forum to share experiences (possibly incorporating preparation of a Conference) – Dr Paul Avis has undertaken to make the recommendation to CTBI that they organise this - and that the ecclesiological issues relevant to FXC be addressed as a matter of urgency along with the sacramental life of those involved, specifically those areas to do with Baptism and Holy Communion. How do you avoid creating a new tradition and indeed (another) new denomination within Anglicanism? Mission-shaped initiatives have very quickly brought churches to the point at which there are currently no answers from the perspective of Order. There is also exciting work to be done relating to FXC in comparison with Ecclesial Movements in the Roman Catholic church and with the social projects undertaken within Porvoo in the Lutheran church through *diakonia*.
- (4) Liturgical formation was considered in a paper introduced by SEC through the Rev Canon Ian Paton. Many of those present who were 'professionally' involved in church life bemoaned the widening gulf between church membership and active appreciation of the liturgical rhythm, on the part of members, of life outside, as well as inside, the church building. Meanwhile the Rev Professor David Jasper of Glasgow University spoke of the considerable interest in liturgy as something phenomenological in universities, particularly in Religious Studies and Cultural Studies, where there is a new emphasis on exploring underlying patterns and their ethical value. What was particularly interesting was that such a link between liturgy and ethics had not occurred to the 'ecclesiastical professionals.' We were left with the challenging and humorous thought that at almost no other time was there greater emphasis on fitted kitchens and fitted bathrooms which, by the preparation of meals

Commission for Christian Unity and Dialogue - 2009

and by the performing of ablutions are, in the home, profoundly liturgical places. The Consultation concluded that we have paid insufficient attention to the connection in Anglican life across: liturgy, mission and spirituality.

- (5) The Meissen Agreement and the question of widening participation in it. The Agreement dates from discussions in the late 1980s between Evangelische Kirche in Germany (EKD) and the Church of England, the latter alone of the churches of the Four Nations. The way things have subsequently developed means that in a certain sense this is now an anomaly since Meissen has served as a paradigm for Porvoo, Reuilly and the (English) Anglican-Methodist Covenant. Dr Ellis represents Ireland, Wales and Scotland as an Observer. The principle embedded in Meissen is that: whatever we say of ourselves, we say of one another and this is, in itself, a significant step towards full visible unity. The difficulty, in particular with contemplating expansion of membership at present, is that the original Agreement is now lived out over a number of years between two large established churches, namely the CoFE and the EKD. No definitive conclusion was, or could be, reached but there was a suggestion to explore the possibility of an Observer from each of Ireland, Scotland, Wales separately attending Meissen meetings.
- (6) The Anglican-Methodist Covenant. The document, *Embracing the Covenant*, the quinquennial report of the Joint Implementation Committee (JIC) of the Anglican-Methodist Covenant seeks to unpack what it means to be 'in covenant.' We were told that alongside differences of eucharistic practice and presidency, together with difference in elements and their disposal, there is 'foursquare' understanding of formularies and liturgies and that the Church of England is being asked to share the opportunities of Establishment with its ecumenical partners, in this instance the Methodists. To me personally this seemed both far-fetched and incoherent at the structural level towards which the comments were pointing. The content of the JIC Report included: (a) discussion of diaconate with a description of the two-fold order of ministers in English Methodism – presbyters and deacons - the latter being a self-conscious Religious Order with a Warden; this was set alongside the contemporary disarray about the role of the order of deacon within the CoFE particularly when related to *diakonia* within Porvoo and (b) the different language used about Christian unity, with Methodists speaking of the ultimate horizon and Anglicans speaking of full visible unity and (c) discussion over the invitation issued in 1947 by Archbishop Geoffrey Fisher to English Methodists to take episcopacy into its system. Much of this is quite different from matters currently preoccupying both the Methodist Church in Ireland and the Church of Ireland in our own explorations of enacted Covenant. The Scottish and Welsh Churches are now to join JIC process and I simply ask the question: Should our Irish Covenant Committee be represented at this or are we so radically different from the above for this not to be useful? The situation in which JIC now finds itself is that of inviting full participation and

Commission for Christian Unity and Dialogue - 2009

shaping direction for the future. The most recent Irish Covenant material, written by Mrs Gillian Kingston, was well received as an excellent way of clearly communicating material to church members.

Final Thoughts

The Third Faith and Order Consultation is to be held in spring 2011 in Cardiff. Continuity of membership along with an active interest in Faith and Order issues within the Church of Ireland is essential. Our relationships with others in this field, on an on-going basis, needs to be resourced realistically. It also needs to become embedded both locally and centrally in the life of the Church of Ireland and in the self-understanding of the work of The Church of Ireland Theological Institute, in those whom it prepares for ministry, lay and ordained, and in the many other ways in which those of us who have lived with this concept from the outset hope it will impact on the life of Ireland most widely.

I acknowledge with gratitude the helpfulness of Ms Janet Maxwell and Ms Jenny Polden in preparations for the Consultation.

The Right Reverend Dr Michael Jackson, Bishop of Clogher

November 2008

The Fourth International Consultation between The Leuenberg Fellowship (CPCE) and The Eastern Orthodox Family of Churches took place from October 30 to November 2 2008 in The Kardinal Koenig Haus, Vienna. The Bishop of Clogher and the Armenian Orthodox archbishop of Vienna attended, as Porvoo and Oriental Orthodox Observers respectively.

Baptism was chosen as the theme because it is generally agreed to be the sacrament which makes possible entry into the fullness of God's grace, is complete in this regard and brings with it public expression of membership of the church as a child of God. It has, therefore, implications for church membership denominationally lived but is not of itself appropriately used 'confessionally.' This was particularly clear among delegates from CPCE even though it, unlike Anglicanism, is a confessional church family. Papers presented covered the following areas in particular: the critical overview of recent ecumenical agreements on baptism; the analysis of three examples from the life of the early church which emphasized mission as the primary driver of baptism in church life; the detailed description of the relationship between baptism and chrismation in the understanding of participation in the total life of the Orthodox Church properly described as eucharistic.

A number of assumptions and misapprehensions were addressed and cleared away. For example: the widespread Orthodox misunderstanding that in the Protestant tradition baptism is no more than a qualification to hold church office; the 'grey area' of chrismation was likewise explored in such a way as to press the Orthodox participants to explain, for example, when a member of a Christian church outside Orthodoxy converts to Orthodoxy, why chrismation is administered.

Commission for Christian Unity and Dialogue - 2009

From a Church of Ireland perspective and from within our membership of Porvoo, I was able to explain the Trinitarian, Christological and Pneumatic character of baptism and the relationship of confirmation to living a mature baptismal life in the world as a member of the church eucharistically. This strengthened the capacity of Orthodox participants to comprehend how the two dominical sacraments generally necessary to salvation (for those of you who know The Catechism) are not a 'budget option' in a religious credit crunch commonly called The Reformation locally adapted, but a bedrock of Christ-derived discipleship and witness. Nobody present knew that, within the Anglican tradition, baptism is episcopally administered!

As a result of both broad-ranging discussion and informal conversation and friendship-building the following significant point was reached: agreement on the unrepeatable character of baptism and its being the definitive point of entry into full membership of the church of God; agreement that ecclesiological matters of importance remain.

The Right Reverend Dr Michael Jackson, Bishop of Clogher

November 2008

APPENDIX B

MEISSEN COMMISSION

The Meissen Commission is a joint body of the Church of England and the Evangelische Kirche in Germany (EKD) with the purpose of furthering greater co-operation and unity between the two Churches. I attended this meeting, held in the Protestant Academy in Meissen, Saxony, as Observer for the Celtic Anglican Churches.

The EKD, while it is termed a 'Church', comprises the 23 Landeskirchen (regional Churches) in Germany, some of which are Lutheran, some Reformed (Calvinist) and some United (Lutheran/Reformed). The EKD thus embraces different denominational traditions, but holds together effectively although naturally not without tensions at times. There is some discussion over whether or not it is, in fact, a 'Church', since it embraces different denominations. This discussion is ongoing, and no doubt will continue for a long time. However, the ordained ministry is fully interchangeable throughout the EKD.

The Meissen Commission was formed in 1988, following an initiative taken by the late Archbishop of Canterbury, Dr Robert Runcie, when he was an official visitor to the 1983 German celebrations of the 500th anniversary of the birth of Martin Luther. The Commission is called 'The Meissen Commission' because its governing Agreement was signed in Meissen (in the Lutheran Cathedral). This year's meeting was held in Meissen and the 20th anniversary of the signing of the Agreement was marked by an evening of reflection on the process and a special service in the Cathedral.

The emphasis in the Commission's work is on practical co-operation. Some of issues discussed during the meeting were: the twinning of parishes and congregations, English participation in Kirchentag events, youth exchanges, general sharing of information, mutual visits by administrators, the Meissen Library (at Durham), and the teaching of history as it impinges on Anglo-German relations.

There was some discussion of a more doctrinal nature, chiefly focusing on the Anglican and German Protestant understandings of ordination and the practice of episcopacy. Some of the German Landeskirchen have bishops, but they are not in the historic succession. There was discussion of the proposed Anglican Covenant, the EKD being very interested in our current dilemmas.

A particular issue is the question of the enlargement of the Meissen Commission to include the Celtic Anglican Churches as full member-Churches. At present there is one observer representing the three Celtic Anglican Churches; this is shared on a rotating basis, which I understand to be five-yearly.

It has to be said that there are very mixed feelings about enlarging the Commission. The Scottish Episcopal Church is in favour; the Church in Wales is against (at least for now); and

Commission for Christian Unity and Dialogue - 2009

the Church of Ireland has not formulated an official view, although it would be fair to say that a cautious openness to the concept has been expressed in the Commission for Christian Unity and Dialogue. There would, of course, be funding implications. However, it would ultimately be for the Church of England and the EKD to agree to any enlargement, and there is no enthusiasm for enlargement on the English side; I am not aware of EKD perspectives on this.

An alternative to the Celtic Anglican Churches joining the Meissen Commission as full members would be for them individually to consider having their own bilateral committees with the EKD. However, once again, funding would be an issue, as possibly to some extent would be language. The Meissen Commission works in English when meeting in England and in German when meeting in Germany. A meeting that worked only in English would somehow lack parity, I feel, but I expect that there are sufficient Church of Ireland people who would be able to engage. Then again, I feel the Church of Ireland's double jurisdictional context would make it more suitable for us to have our own relationship with the EKD.

Some years ago, the late Dean of Cashel, David Woodworth, developed a quite elaborate link between the Church of Ireland and the EKD in Herne, North Rhine/Westphalia. I was involved in several encounters and found it very fruitful. The work was mostly in English, but there was some translating. The funding, at least on the Irish side, was at the discretion of local bishops.

I. M. Ellis

21.10.08

APPENDIX C

PORVOO WORKING GROUP MEETING

Firstly, from my point of view, the meetings were informative, interesting and rewarding and I would like to thank the Church of Ireland for this opportunity to represent it and to widen my own horizons.

The Contact Group has six new members, myself included, who were attending for the first time. The Church in Wales has also nominated a new member, Gwynn ap Gwilym who, in addition to being a clergyman, is a celebrated Welsh language poet. Unfortunately he was unable to be present at the meeting in Vilnius.

Only the Reformed Catholic Church of Spain had no representative present.

As of 2009 the new Lutheran co-chair is to be Bishop Karl Sigurbjornson of Iceland.

The business meetings involved three strands of activity:

- planning for future Porvoo Meeting, e.g. Primates Meeting, Church Leaders Meeting, theological consultations etc.
- discussing matters of common interest.
- updating one another on developments in our respective countries

We have also some cultural exposure and much worship.

Planning for Future Meetings

This activity, which took up a fair proportion of time, gave the process something of a feeling of circularity. Anyone from Northern Ireland will be familiar with the process of having a meeting with the sole purpose of planning for another meeting, but at least in this case we were planning for meetings of our elders and betters; the Primates and the Church Leaders-who are to meet in Finland in 2009 and Norway in 2010 respectively. The Primates Meeting is at the same time as the next Contact Group Meeting.

The broad theme of the meetings will be '*Living in Communion*' and whichever Irish Primate attends will be invited to give a paper on that theme, as will a Lutheran Presiding Bishop, probably Mindagus Sabutis of Lithuania. Full agendas have been agreed and will be available when the minutes of the meeting are issued shortly.

Several other consultations are also planned including a pre-CEC conclave for Lutherans to which we are invited, a Church of Denmark consultation on migration and a Porvoo Theological Consultation on that Lutheran shibboleth, the diaconate, to be held in Oslo in 2009.

Commission for Christian Unity and Dialogue - 2009

The Church of Denmark, currently with observer status, has made considerable progress towards coming into full membership, and this will, for some unexplained reason, require the Anglican Churches to go into a deep parley with them about apostolicity and episcopacy.

Discussing Matters of Common Interest

Perhaps the most intriguing of these topics was enlargement of the Porvoo Communion. It seems that no one is really sure if this is possible as no mechanism exists to approve applications for membership, beyond those who are currently observers. In addition it seems that there aren't many clamouring to get in although some entertain high hopes of the Ingrians and the Lutheran Church of Russia.

Matters of human sexuality were prominent in discussion. There is a very clear disagreement between the Baltic Churches and their Nordic counterparts on this issue (and on the ordination of women). This has repercussions for wider alignments within World Lutheranism. For instance the Lutheran Church of Lithuania is in full communion with the Lutheran Church-Missouri Synod.

A long and decisive debate took place on young people and Porvoo. It seems to have been an articulated desire of previous meetings to involve young people in the Porvoo process but it remains very unclear how this can be achieved in any affordable way. A Young Persons Contact Group is a possibility.

Updating (Country Reports)

Each representative is required to send a Country Report to the co-secretaries a few weeks prior to the meeting and an opportunity is given to present these and any other material.

The reports are very diverse and I can only highlight a few interesting features.

Firstly, the Baltic Churches have bought-in to the liturgical revival which the Nordic Lutherans experienced about forty years ago. This has met with some resistance in pietistic circles but the use of standard liturgies and liturgical vestments is now pretty well accepted.

The Nordic Churches are each coming to internal arrangements regarding the blessing of civil partnerships and related matters. In each country there is a sizable minority who are not keen on such blessings and it would seem to be left up to the individual pastors to decide.

The Lusitanian Church, although very small seems to have played an important part in the recent abortion referendum in Portugal by offering a genuinely alternative analysis in contrast to the polarised arguments of Roman Catholic Church and wholly secular groups.

The Church of Denmark is exploring ways of loosening State ties. It is also debating the possibility of a time-limited episcopate. The sticking point is the disposal of supernumerary bishops.

Commission for Christian Unity and Dialogue - 2009

The Dioceses of the Faroe Islands and Greenland are soon to be independent Lutheran Churches and it is unclear what that may mean for their membership of Porvoo.

Muslim-Christian relations have improved greatly since the 'cartoon' scandal.

The Anglican Diocese in Europe's Nordic chaplains are those who see Porvoo worked out daily. Their representative on earth is Rev Rupert Moreton. He has experienced great difficulty in persuading the Lutheran Church of Finland to make provision for a sizable Sudanese Anglican migrant population and is generally of the opinion that the Lutheran State Churches are unconscionably bureaucratic.

The Church of England reported that the Measure for the Ordination of Women to the Episcopate, passed earlier in the year by General Synod has still to go out to local synods and then to receive Parliamentary sanction. It is not a done deal and the earliest implementation date, provided it gets over the remaining hurdles, is 2012.

The Church of Finland is to introduce a measure to allow deacons to preach with a bishop's licence. The Finns are also heavily involved in Lutheran-Orthodox discussions in which the Orthodox display a strong suspicion of the Human Rights agenda.

In the aftermath of the recent mass-shooting incident the Finnish bishop's ensured that Churches were open for prayer and comfort. They did not issue a press statement.

The Church of Norway is also in debate about links with the State. They have sent a new liturgical book to 100 parishes for a six month trial period. The issue of the ordination of clergy living in monogamous same-sex relations is left up to individual bishops. The Norwegians have rejected the expedient of 'flying-bishops' and are considering the idea of Area Deans providing alternative pastoral oversight for those who object to their bishop's practice. Whether these deans are to have the charism of flight is unclear.

The Estonian Church is in something of a quandary regarding the ordination of women as pastors. None of the other Baltic Lutherans countenance the practice, but two Estonian bishops ordained women pastors during the years of Soviet occupation. It seems that they may have done so *ultra vires*. About 20 women pastors remain in the Estonian Church.

The Lithuanian Lutheran Church has induced the congregations of the Lithuanian Diaspora to join the Synod of the mother church. Two congregations in the USA, one in Canada and twenty in Germany now send representatives to Synod.

The Latvian Lutheran Church (an observer) is wholly absorbed with sorting out its funding for ministry on a pooled basis.

The Church of Sweden is fabulously well staffed and active in the ecumenical sphere. They have even got the Swedish Baptists to recognize infant baptism where it has been the basis of future faith. They are also very active in inter-faith dialogue. The Church of Sweden was disestablished (but obviously not disendowed) in 2000. It employs 22,000 people.

Commission for Christian Unity and Dialogue - 2009

In a special guest appearance the local Lithuanian bishop, Mindaugas Sabutis, gave a rather chilling analysis of the ambitions of the European Union to create substantial databases on citizens under the pretext of the War against Terror.

Culture Exposure

We visited The Museum of Genocide Victims in the old KGB Headquarters, which was a moving tribute to anti Soviet Lithuanian Partisans. Walking around the Old City it was impossible not to notice the many Hebrew inscriptions on tablets above doorways. Pre-1940 Vilnius was known as the Jerusalem of the North, with a Jewish population of 300,000. There were 20,000 remaining after the war.

Worship

Most of the Contact Group representatives had the opportunity to lead worship and to preach. I used the Late Evening Office and took the opportunity of noting how our respective liturgical traditions, although developing independently, were very similar. As always joint worship was the most rewarding part of the day.

Liturgical Advisory Committee – Report 2009

LITURGICAL ADVISORY COMMITTEE

REPORT 2009

MEMBERSHIP ELECTED IN 2007

Rt Rev HC Miller (Chairman)	Rev PK McDowell
Rt Rev MAJ Burrows (Vice-Chairman)	Rev AJ Ruffi
Rev GG Field (Honorary Secretary)	Dr R Marsh
Rev Canon MC Kennedy	Mrs A Cadden
Ven RB Rountree	Mrs J Wilkinson
Rev E Hanna	
Rev MP Jansson	

Co-opted members

Rev A Dorrian
Rev SA Pragnell
Rev P Thompson
Ms J Bell (2008)

Consultants

Rev Canon JAB Mayne
Rev Canon RE Turner
Dr D Davison
Lady B Sheil

Church of Ireland Theological College Observer

Mr R Ferris

EXECUTIVE SUMMARY:

The Liturgical Advisory Committee continues to work on behalf of the Church of Ireland in considering the diverse elements which are brought together when a community meets for worship. The sub-committees which have served the LAC so well during the past two years continue to be the focus of discussion, planning and action in the areas of Liturgical Education and Formation, Music, Art, Liturgical Space, Liturgical Resources and Electronic Liturgy.

The objectives for the forthcoming year will be the continuation of projects recently begun in the *PRISM Series*, *Singing Psalms*, Liturgical Space, the Worship Website and worship resources for Lent Holy Week and Easter. The Committee is also going to give consideration to a form of eucharistic prayer(s) where children comprise a large proportion of the congregation. The LAC will also represent the Church of Ireland at Anglican and interdenominational liturgical consultations.

Liturgical Advisory Committee – Report 2009

REPORT

The change in the Marriage Regulations highlighted in last year's report has involved negotiations with the statutory authorities (RoI) for a re-wording of the Marriage Service Two, and has resulted in the bill to be brought to the General Synod this year.

The role of the Diocesan Liturgical Officer (DLO) continues to be an invaluable means of communication between the LAC, dioceses and parishes. The bi-annual Provincial meetings with DLOs have been important for publicising the LAC's work and plans, and for feedback to the Committee on what it can do to better facilitate those who hold responsibility for planning and delivering worship in the parishes and at diocesan services. To this end the DLOs are helping facilitate communication with parish and cathedral organists.

LITURGICAL EDUCATION AND FORMATION

Celebrating Communion, the first in a series of parish based liturgical education programmes was published by Columba Press, following its launch at last year's Synod. A number of parishes have reported a good response from those who had taken part in the course, with more parishes planning for its use as a Lenten programme for this year. Work is already underway on the second publication in the *PRISM* series, relating to Baptism and Confirmation.

It was reported last year that the MAULS (Music, Art and Use of Liturgical Space) Sub-committee had been replaced by three smaller sub-committees. This has proved to be a productive division of labour.

ART

This is being considered under three headings: building, liturgy and publicity. The LAC will consider the material presented relating to these areas during the coming year.

MUSIC

The sampler of Simple Chants produced for the season of Easter Year A, and the feedback from parishes which used it, formed the basis for the production of a complete set of lectionary-based psalms for Year B. The work of Mrs Alison Cadden and Rev Peter Thompson, "*Singing Psalms*" was published by Columba Press in time for use from Advent Sunday 2008, and launched by the composers in Dublin and Belfast. Those who attended the launches, and those who have used the psalms in parish worship, have given a very positive response. For some parishes the singing of the psalms has been revived, whilst for others the responsorial settings have proven to be favourable with congregations, as an alternative to Anglican Chant or simply saying the psalms. The settings for the Year C cycle of psalms are complete, and will be available in time for Advent Sunday 2009.

LITURGICAL SPACE

In last year's report the LAC sought to promote awareness of, and engagement with, the process by which we use and develop liturgical space within our church buildings. Since then considerable work has been undertaken by both the LAC and this sub-group, to prepare the proposed resolution which appears in Appendix A, and the Green Paper which accompanies this report in Appendix B. It is the hope of the Committee that this Paper will lead to a debate in synod and to a formal acknowledgement of the need for a Code of Good Practice concerning liturgical space. In keeping with last year's publicised 3-year plan, the work of the group for the coming year will be to formulate a Code of Practice which will be brought before Synod in 2010.

LITURGICAL RESOURCES

Whilst the BCP 2004 contains the resources for most of the liturgy of the Church of Ireland, there are occasions when supplementary resources for feast days may be required. Many of these supplementary resources can be found within the liturgies of the wider Anglican Communion. Whilst these resources are adequate, they do not always translate easily into a Church of Ireland context. The sub-committee has been looking at those resources in order to inform its work in producing material for use during Lent, Holy Week and Easter. In the coming year this work will continue, as well as consideration being given to the provision of a Eucharistic Prayer(s) where children comprise a significant part of the congregation.

It is acknowledged by the LAC that the work of this sub-committee is largely dependent upon the needs of parishes and worship coordinators being identified and communicated to it. To this end we would encourage those involved in planning worship to advise the Committee, through the Diocesan Liturgical Officers, of any resources they feel the LAC may be able to help provide.

ELECTRONIC LITURGY

In the past year work in this area was transferred from the sole responsibility of one person (Electronic Liturgy Officer) to a working sub-committee, of which the ELO is a member, and whose role within the LAC and the Church of Ireland is still a key factor. Much of this sub-committee's work over the past year has been focused upon the Worship Page of the Church of Ireland website. The copyright issues with scriptural texts mentioned in last year's report have been resolved, but this has meant that the Sunday lectionary readings have had to be sourced from outside the Church of Ireland website. Most of the material that was present on the old website is now accessible by navigating from the drop-down menus and Calendar on the opening page. Familiarity with the site should make for easier navigation of the Worship web pages as more material becomes available in the coming year from the Electronic Liturgy Group.

FUTURE PLANS

Our future plans include our intention to:

- continue to work to on the production of Psalm material for year C;
- look toward the development of future programmes in the *Prism* series;
- Liturgies for Lent, Holy Week and Easter;
- Liturgical Space;
- further develop the Worship section of the website;
- continue to represent the Church of Ireland in the wider national and international liturgical forums, so that resources and ideas which might be of value in the celebration of our liturgy are available for our use from the wider Church.

RESIGNATIONS AND APPOINTMENTS

Following her resignation from the LAC last year, members wish to acknowledge the contribution of Judy Martin during her time as a member of the Committee, and express their thanks to her for all her work with the Committee. We are pleased to welcome Julie Bell onto the Committee, who was co-opted to succeed Judy Martin, and who also brings musical experience and expertise to the LAC. The Committee also wishes to acknowledge the contribution of Robert Ferris in the area of Electronic Liturgy, and in particular his work on the Worship Website. Robert Ferris is the CITI observer on the LAC, and we wish him every blessing in his ministry following his ordination later this year.

Liturgical Advisory Committee – Report 2009

APPENDIX A

Resolution to be brought by the LAC to General Synod 2009:

That this Synod welcomes the Green Paper on the use of Liturgical Space, commends it for study at diocesan level and requests the Liturgical Advisory Committee to bring a resolution to the General Synod of 2010 by which issues of good practice in this matter may be codified and published with the authority of the General Synod.

APPENDIX B

Section 1

LITURGICAL SPACE – a GREEN PAPER for discussion leading to action

Introduction

The BCP (2004), the texts of which were all ratified by this Synod, combines the traditional forms of worship from our past with contemporary modern language rites. Common Prayer was the vision of the compilers, who sought to “unify the worship of God’s people, while allowing reasonable scope for diversity within the essential unity of the Church’s prayer.”¹ It was the hope of the compilers that the texts of our worship, which “should properly articulate and embody the Church’s faith,” would “have the capacity to draw God’s people in our time to a fresh experience of the beauty of holiness.”² In their deliberations, the LAC and its Liturgical Space Working Group have been thinking theologically about liturgical space. Liturgy is a word which means the ‘work of the people.’ Put simply therefore, it has been our aim to see how the available space in our church buildings, together with their furniture and fittings, might best facilitate the expression of our Church’s faith, as well as enhance the worship experience of the people of God. We suggest that the texts within BCP (2004), with the emphasis on the balance of Word and Sacrament, should harness the visual, liturgical and architectural assets of each particular church as part of the whole act of worship, prayer and proclamation.

Throughout the Church of Ireland there is great diversity of worship: in addition to the choice of traditional or modern language orders of service, we recognise that styles of worship may be influenced by the age and style of the building, the size and age-range of the congregation, whether there are musicians available, the tradition of churchmanship, and many other factors. Yet despite this diversity, the commonality of the prayer enshrined in the BCP (2004) is an instrument of unity. The compilers of this paper therefore aspire to focus on the unity in diversity which enriches our communion as a church, while setting out some general guiding principles for parishes to consider for themselves. These are based on the various elements of our orders of service within the BCP (2004), and challenge us to look afresh at how our worship and faith within a particular location may most effectively engage with sacred space to the glory of God.

As we begin our green paper and contemplate our heritage, we recognise that over the centuries church buildings have been erected with definite theological assumptions motivating their designers, however much such people were actually aware of this. Modern reordering can jar if it is done without awareness of the original theological premise associated with the construction of the church, and it can also be done in a purely pragmatic or functional way, without much sense of spiritual continuity or real consideration of the theological statement we would wish to have the building make today. As we address the issue of reordering, we are raising questions about what we

¹ BCP 2004 Preface, 7.

² Ibid.

Liturgical Advisory Committee – Report 2009

wish to say to the world about the vocation of the church in our time – this we need to do in a manner that is not the slave of contemporary aesthetic/liturgical fashion on the one hand or is timidly conservative on the other. The choices we make in our time in relation to our buildings, especially when considerable capital expenditure is involved, must not be confined to cautious maintenance but also should involve enrichments that we judge – in so far as is humanly possible – to have enduring value and staying power.

Contextual Questions

Liturgy and its practice demand a context and that context is affected by and in turn affects the delivery and experience of the act of worship. We must always remember that the Church is essentially the people rather than the building. Therefore the needs of the people and their worship must have priority. There is a need for a balance to be struck between respect for the heritage and tradition of the church building and the current requirements of its worshipping congregation. Often a congregation is torn between seeking to continue to worship in a building which they have inherited and using a liturgy which seems to demand a change of shape and furnishing in the building.

‘Common’ prayer means the full participation of the whole people of God, and the shape of the liturgical space should allow the full participation of the whole assembly. Many worship spaces were created in a context where there was a clear demarcation between those who led the worship and those who ‘attended’. Today’s liturgy presupposes a celebration by the whole people of God, the worship leaders’ role being to facilitate that celebration.

How does the liturgical space in your church building measure up to that demand?

GATHERING:

- Does the building allow members of the congregation to gather and identify with one another as the people of God?
- Is there space for assembly prior to settling down?
- How do the number and shape of the seats facilitate or restrict the gathering?
- Is there any flexibility in the seating arrangements?
- From where is the gathering part of the liturgy conducted?

PROCLAMATION AND RECEIVING OF THE WORD

- How many *foci* of the Word exist in your church? What genuine justification is there for having more than one?
- Is there a necessity to retain Reading Desk, Lectern and Pulpit?
- Is there a balance in the visual presentation of Word and Sacrament?
- If not, how could that be achieved in your context?
- Is there furnishing in the chancel/sanctuary which is never used?
- Are the scriptures always read from the same place?
- How good are the sound system and the lighting?

Liturgical Advisory Committee – Report 2009

PRAYERS OF THE PEOPLE

- From where are the Prayers of the People conducted?
- Does the position where the prayers are conducted help to underline the fact there these are the 'Prayers of the People'?

CELEBRATING AT THE LORD'S TABLE

- How central is the Lord's Table to the worship assembly?
- Is there a visual balance between Lord's Table and the furniture used for the Word?
- Can a more central impact be created for the Lord's Table without significant reordering of the sanctuary, communion rails etc?
- If significant changes are necessary what implications are there for the rest of the sanctuary and chancel furnishings and even the body of the nave?

THE PLACE OF BAPTISM

- Is the font and surrounding area best suited for contemporary public baptismal liturgy?
- Does the position of the font denote entry into the Christian way?
- Could the font be a focus for the penitential section of the liturgy on occasion?
- Is there sufficient room for the assembly to gather around the font?
- Can a visual link be discerned between the positioning of the font, the lectern/pulpit and the holy table?
- Is care taken to avoid obscuring the purpose of the font by its manner of placing and decoration?

When seeking to answer any of the above questions there is a need to strike a balance between what might ideally suit the needs of Church of Ireland worship in the context of the BCP (2004) and the respect that it is necessary to have for the inherited shape and contents of the liturgical space together with the local traditions of the worshipping congregation.

APPLICATION

In applying the basic principles of the reordering of churches and the most effective use of liturgical space it is recognized that churches differ in their layout and furnishings and that "one size" does not necessarily "fit all". This implies that there needs to be a sympathetic appreciation of the architecture of each church building and of the kind of liturgical celebrations for which it was originally designed. There may be a need to adapt the liturgy to the building as well as reordering the building for requirements of the liturgy. It also needs to be borne in mind that the 2004 edition of the *Book of Common Prayer* contains both traditional and modern orders of service and that these may need different presentations and that a single way of ordering the fittings and furnishings may not be equally applicable to both. There will always be, in any case, an element of the ideal - what one would like to see to enable the liturgy to be presented in the best possible

Liturgical Advisory Committee – Report 2009

manner - and the practical - it may not even be physically possible to do everything that will facilitate "best practice" with regard to the manner in which the church is internally ordered.

The principal focal points in any Anglican Church will comprise the arrangements for Christian Initiation, specifically the placing and use of the font, the facilitation of the ministry of the Word and that of the Sacrament involving the lectern, pulpit and reading-desk, and the Holy Table. While items of furniture are themselves important, it is worth stating that their primary purpose is to draw appropriate attention to the items they carry or contain, notably Scripture, bread, wine and water.

With regard to the font, this should normally be situated at a single designated and visible place of baptism. Whether within the Church itself (as is the normal practice in the Church of Ireland) or in a separate annex to the main building, this place should have sufficient space to allow as many as possible of the congregation to gather with the candidates and sponsors around the font and to facilitate an orderly and reverend administration of the sacrament. Some sort of visual connection between the two Gospel sacraments, baptism and holycommunion is helpful, the traditional arrangement being that the font is at or near the entrance to the church symbolizing admission to the Christian life, and the altar/table as representing the goal to which we aspire. Although some churches have the font in the vicinity of the altar/table this is not recommended, as a visual confusion rather than a true relationship tends to occur. The font, be it stone basin, pool or fountain, should normally be a permanent structure and may embody fundamental pieces of Christian symbolism. It should facilitate the use of appropriately abundant quantities of water.

The ministry of the Word currently tends to be divided between three visual centres - the lectern, from which the scriptures are read, the pulpit from which the sermon is preached, and the reading desk (a distinctive feature of Anglican worship) which is more suited to the "Office" of Morning or Evening Prayer (Matins and Evensong) than to the celebration of the Eucharist. Conducting the first part of the Eucharist from the reading desk and the second part at the Holy Table, tends to detract from the unity of Word and Sacrament. Some thought could be given to a revival of the ancient ambo to serve as a single place from which the scriptures may be read and preached and the ministry of the Word conducted. One possible arrangement is for the Word to be read and preached from a lectern/ambo at the West end of the Church facing East where there the seating faces inwards and the people are gathered in an elliptical formation encompassing the area between the lectern/ambo and the altar/table (an example of this may be seen in the chapel of the Theological Institute). A variety of practice exists including the reading of the epistle and Gospel from the steps of the altar/table when the Rite One Eucharist is used - appropriate if the table of traditional epistles and Gospels is used, less so if the normal First Service readings are selected, including Old Testament and Psalm and well as Epistle, (Acclamations) and Gospel. There is also the custom in some places of a Gospel procession to where the people are in the nave - which does not require any particular arrangement of furniture.

Liturgical Advisory Committee – Report 2009

The place from which the Word is read and proclaimed, and where the Holy Bible is normally placed, should be a significant and permanent piece of liturgical furniture, and should not if at all practicable be used for other purposes. It is not satisfactory to have a prominent and permanent altar/table but only a temporary lectern/pulpit, for example of the folding and removable kind. Both Word and Sacrament have equal authority within Anglicanism and should have, so far as this can be ensured, equal status within Church of Ireland churches, as visually represented.

When the Prayers of the People are offered this can be done, depending on the layout of the church, in some instances using the existing furniture but it may also be done from the chancel step, from the aisle or in the midst of the people, or from some other convenient place (the reading desk being traditional for Morning and Evening Prayer). Where the seating arrangements are flexible it is possible for people, including lay people, to lead the intercessions from where they are, for example from within a circle or ellipse of chairs. Litanies were originally designed to be sung or said in procession, and if this is to be done, there needs to be space in the aisles for this movement not only of officiating clergy and choir but also of members of the congregation.

The Holy Table should be free-standing to enable the presiding bishop or priest to stand behind it, and where practical to allow the whole community to gather with him or her around it. This implies bringing the table out from the wall, and, in some instances either into the middle of the chancel or even into the nave. There should not, however be more than one main altar/table. It almost goes without saying that this item of furniture should be clearly and unmistakably a table as opposed to other forms of elevated surfaces.

Ideally, the presiding minister should have a chair from which the liturgy is conducted visible to all and facing west behind the Holy Table. Although this is an important piece of liturgical furniture it should not be throne-like, but should be of a kind to indicate the significance of the office of the liturgical president. It needs to be so designed and placed that it is not only of significance in relation to the Eucharistic table itself, but also in the context of various other forms of liturgical event.

Churches should be uncluttered, and an important part of any reordering must be for congregations to ask whether they need every conceivable space to be filled with pews! In larger churches, the possibility of having free space for people to assemble and also to associate after acts of worship, and to have room for processions, dramatized readings of the scriptures and the like is of obvious value. An apparently empty space can itself be a symbol of the infinite majesty of God, and can also facilitate a feeling of peace and serenity in the midst of a very busy and cluttered world. It follows that the manner of the ordering of a church also encourages moments of daily personal devotion and reminds us that liturgical space is not only crafted to address Sunday needs.

Wider Considerations

It would be prudent to acknowledge that parishes often give consideration to the re-ordering or adapting of liturgical space primarily in the context of other major work on the fabric of the building concerned. Often the desire to provide a kitchen and toilets, or an activity area for children, leads to a reduction in the area available for worship and a consequent interest in re-shaping it. While other considerations may serve as the catalyst which leads to re-ordering for worship, the work done on the space retained for worship should not be ill-considered or compromised as to quality. There are examples in the Church of quite adventurous changes being executed in relation to the multi-purpose use of buildings, yet the worship space is left rather drearily unaltered in a building which now has had its essential proportions transformed.

If liturgical reordering is part of an overall scheme to adapt the interior of a church building, it should be noted that certain principles of good practice apply both to the liturgical work and to the more general scheme as well:

- In the case of heritage buildings, the work should be in theory reversible;
- A historic building will always include layers of evidence of the involvement of that building with a local community, and when changes are being made this should be done in such a way as to avoid the permanent destruction of the legacy and work of another generation. In this context the appropriate storage of valuable items no longer required in situ will need to be considered;
- Those contemplating reordering need to identify the special features of design and furnishing that are site-specific to that particular place, so that, over and above more general considerations, a special effort is made to cherish and conserve them;
- Most worthwhile contemporary contributions to an older building will be made in the authentic idiom of today rather than in a manner that imitates the styles of the past;
- It is therefore important that consideration is also given to the incorporation into both the fabric and the contents of the building of evidence of artistic excellence from our own time as well as from previous generations;
- Careful consideration needs to be given to the conservation of existing fixed items, eg stained glass and significant monuments, which find themselves within a multi-purpose area;
- In any project, the brief given to the architect should include clear liturgical objectives so that they may be assisted in gauging the appropriate level of intervention to achieve such objectives. It is acknowledged that in buildings deemed to be of national importance that this intervention will need to be minimal but in such cases it is actually quite possible to be liturgically radical with minimal permanent impact on the fabric;

Liturgical Advisory Committee – Report 2009

- There is a moral imperative on the church to ensure that all adaptations to buildings, particularly in relation to matters such as heating and where possible choice of materials, are executed in the most environmentally sensitive manner.

One often hears it said that adaptations to church buildings, whether for liturgical or other practical reasons, cannot easily be made because the planners or the conservation authorities will not permit it. In many cases this is more an excuse to justify timid conservatism amongst parishioners than an accurate reflection of the views of the statutory authorities themselves. Our consultations with those authorities have made us aware that it remains quite possible to make radical alterations to heritage and protected structures, provided that these alterations are carried out according to due process in the appropriate jurisdiction with sensitivity and wisdom. Heritage authorities will be aware that churches are living places which of necessity change through the years, and that if those who use them and maintain them for their original and essential purpose are not permitted to alter them reasonably to meet the needs of the times, they may simply walk away from them and build new multi-purpose buildings from scratch. Such a scenario would result in the original church passing into new ownership and being in the possession of persons who would make far more radical and insensitive requests to planning authorities than the previous ecclesiastical owners.

The other factor, over and above congenital caution, which makes congregations disinclined to contemplate radical work on church buildings is a not ill-founded view concerning spiralling costs – materials of a very high standard have to be used and the requirements of to-day's fire regulations in such contexts are very demanding indeed. Having admitted this, however, the arguments for enriching often old structures to meet the needs of the People of God in our time are very strong indeed. Sites with long continuity of worship and witness have obvious significance in our communities. Our predecessors of past centuries, usually with the best of motives, spent vast sums on the construction and adornment of our notable buildings. Those who will follow us will deserve to find evidence that ours too was an era of generosity, creativity and excellence as well as maintenance – an era in which the self-understanding of God's People was clearly articulated through their worship and in which the dialogue between beauty and holiness remained constant.

Proposed Motion:

'That this Synod welcomes the Green Paper on the use of Liturgical Space, commends it for study at diocesan level and requests the LAC to bring a resolution to the General Synod of 2010 by which issues of good practice in this matter may be codified and published with the authority of the General Synod'

Church of Ireland Council for Mission – Report 2009

THE CHURCH OF IRELAND COUNCIL FOR MISSION

Report to the General Synod 2009

Membership (January 2009)

Rt Rev Harold Miller	House of Bishops
Very Rev Stephen Lowry	Synod
Rev Bobbie Moore	Synod
Mrs Felix Blennerhassett	Synod
Vacant	Synod
Rev Paul Hoey	Synod
Vacant	Synod
Mrs Paddy Wallace	Mothers' Union
Mr Shane Tucker	CIYD
Mr Martin O'Connor	Bishops Appeal
Mr Thomas Wilson	Methodist Church
Vacant	AMS
Mr John Doherty	AMS
Mr Geoffrey Hamilton	AMS
Ms Linda Chambers de Bruijn	AMS
Captain Colin Taylor	AMS
Vacant	Cashel
Vacant	Cashel alternate
Rev Ian Jonas	Cork
Rev Eileen Cremin	Cork alternate
Mr Colin Ferguson	Down
Dr Trevor Buchanan	Down alternate
Rev Peter Galbraith	Connor
Miss Diane Rhodes	Connor alternate
Rev Bryan Martin	Clogher
Rev Robert Kingston	Clogher alternate
Rev Geoff Wilson	Kilmore
Vacant	Kilmore alternate
Vacant	Meath
Mrs Daphne Wright	Meath alternate
Very Rev Maurice Sirr	Limerick
Ven Wayne Carney	Limerick alternate
Vacant	Tuam
Vacant	Tuam alternate
Rev Canon Derek Creighton	Derry
Rev Ken McLaughlin	Derry alternate

Church of Ireland Council for Mission – Report 2009

Vacant	Armagh
Mr Tom Stephenson	Armagh alternate
Rev Ken Gibson	Dublin
Rev Cliff Jeffers	Dublin alternate
Miss Mavis Gibbons	Co-opted
Rev Canon David Brown	Co-opted
Mr Ian Smith	Co-opted

Alternates will attend when the principal representative is unable to.

EXECUTIVE SUMMARY

OBJECTIVES for 2009:

1. To provoke members of the Church of Ireland, at every level, to think what it means to be mission-shaped in Ireland today. We will do this by continuing the Joint Mission Process with the Methodist Church in Ireland;
2. To facilitate the employment of new forms and patterns of ministry conducive to mission. We will do this by building on the pilot Mission Shaped Ministry Course and by clarifying how permission for pioneer ministry and church plants might operate;
3. To encourage local churches to think strategically about mission through the provision of simple resources;
4. To enable already existing information to be used for mission purposes.

Membership

Rev Eileen Cremin has been appointed the Cork alternate.

Mr Ian Smith, Director of CMSI, was co-opted as a member.

Rev Canon David Moynan and Rev Canon Michael Barton have offered their resignations after periods of valued service.

Rev Bryan Martin and Rev Robert Kingston have been appointed for Clogher.

Methodist Ministers' Retreat January 2009

An invitation was received to nominate four representatives to the Methodist Ministers' Retreat in January 2009. Bishop Graham Cray and John Drane spoke on "The Character of Leaders".

It was remarkable how much overlap there was between the conference agenda and issues currently focused on the Council. Rev Paul Hoey and Rev Bobbie Moore attended along with Rev Ruth Jackson and Rev Bryan Martin and were warmly received. Rev Bobbie Moore's report is available from the Secretary on request.

Church of Ireland Council for Mission – Report 2009

Joint Mission Process

The process initiated by the Covenant Council to encourage the two partner Churches to work together in mission continues. While the Covenant Council continues to support the process, ownership and responsibility is now shared between the two central mission bodies of the Churches. The Joint Mission Working Group co-ordinates the events.

A focus on Fresh Expressions of Church is intended to enable all sorts of churches to explore what it means to be mission-shaped in Ireland today.

The second event in the process was a Day Conference held on 23 April 2008 and facilitated again by Steve Croft. The key issues addressed were Leadership, Permission and Ecclesiology. A DVD featuring Wells Church, Moneyrea, and the Rivers Project, Carrick-on-Shannon, was used as a discussion starter and distributed to all participants. Most feedback on the whole was very positive with a strong desire that there should be further such events.

The third Day Conference was entitled “A Beginner’s Guide to Church” and led by Mike Moynagh and Tony Hardy. DVD footage of the C3 cell church in Marple gave a practical example to complement the clear teaching about fresh expression churches that was a feature of the day.

The Council spent some time reviewing the process to date and reckoned that it had already achieved a measure of success in the original aim of prompting the two denominations to assess how mission-shaped they are. A by-product is that some individuals and local parishes are now moving more intentionally towards a fresh expression kind of ministry. Although the language creates difficulties for some it has been useful in creating an openness to new ways of being a church shaped for mission.

The Working Group is planning the next stage of the process, a series of regional road shows.

Permission Giving

Participants in the Joint Mission Process requested the Council to examine the issue of permission for pioneer ministry and church planting in the Church of Ireland. Specifically, the Council was asked to look at the Bishops’ Mission Order legislation of the Church of England and to bring forward specific recommendations to enable such pioneer ministry to be deployed in the Church of Ireland. A joint working group was set up with the Commission on Ministry to take this forward. Captain Colin Taylor, Shane Tucker and Ian Smith were appointed to represent the Council and Rev Ted Woods, Roy Totten and Andrew McNeile to represent the Commission on Ministry.

The group agreed that there is a need for training and for leadership for a wide diversity of mission situations and on the need to deploy and release pioneer ministers in the church. It is pursuing ways for this to happen, taking into account the Bishops’ Order legislation in

Church of Ireland Council for Mission – Report 2009

England, although it was recognised that the Church of Ireland would probably also find some more informal ways of dealing with permission giving.

Research

Rev Ruth Jackson shared her research on New Church Developments in Church of Ireland, Presbyterian and Methodist Churches in the Republic of Ireland with the Council.

She noted that attendance at weekly mass in the Roman Catholic Church has halved over 30 years and the proportion of younger people aged 34 and under attending has dropped dramatically. She suggested that of the increasing number of de-churched people around 70% are “closed” to re-involvement.

Each of the three denominations works out its response in terms of setting up different forms of churches in different ways. The Methodists work from the local to the central, the Presbyterians from the central out to the local, and the Church of Ireland, while in theory seeing the bishop as the broker of mission, works in different ways according to local factors. Ruth’s findings were that, in general, the Church of Ireland has fewer new church developments than the other denominations, relies more on individual vision, offers (at least initially) less denominational support, and has fewer growing churches.

On the positive side, opportunities abound! But to make the most of them there will need to be a culture of development.

Key factors in how likely a church is to grow are:

- Flexibility in worship
- Targeted outreach
- What is offered by other churches in an area – the presence of a large, evangelical, growing church nearby will make it more difficult for a church to grow
- External support

Copies of this research are available from the Secretary of the Council.

Mission Shaped Ministry Course

One of the points emerging from the joint mission process was a desire to have training for those wanting to be involved in pioneer ministry. With this in mind the Working Group, acting on behalf of the Council, has sponsored the Mission Shaped Ministry Course which started in September 2008. It is currently being piloted at Edgehill College, Belfast. Members of the Fresh Expressions team from England facilitate the course with the help Louise Wilson (Edgehill) and Neville Barnes (Church Army).

Members of the working Group attended an early session of the Course and reported that many of the pilot participants said they were finding it helpful and practical. There is also,

Church of Ireland Council for Mission – Report 2009

however, a suggestion, yet to be tested, that for some prospective participants it may be too wordy and theoretical.

The Council has commissioned a report into the content of the course and its suitability for the Irish context and who might benefit most from participation.

Synod Breakfast

The 2008 Mission Breakfast was held in St Nicholas' School, Galway. This proved to be an excellent venue and the parishioners of St Nicholas, Galway, and the school staff, excelled themselves in the arrangements, meal and welcome.

Ed and Jean Ritchie from Killarney Methodist Church, and Very Rev Patrick Towers, spoke effectively on the subject of welcoming the immigrant. In their sharing of stories of individuals and of the transformation of churches it emerged that in both situations hospitality, welcome and involvement were key.

Considering the new format for the 2009 Synod it was agreed to experiment with an event at 8:30 am on the Saturday morning with coffee and scones from 8:00 am. Rev Dave Bookless (A Rocha UK) will speak about mission and the environment.

Mission Strategy and the Church of Ireland

The Council has prepared the first two in a series of mission strategy leaflets, dealing with mission support and finance (attached)

The subjects for the series are as follows:

1. Strategy for mission
2. Supporting mission (finance)
3. Parish representatives
4. The person in the pew – my involvement in mission
5. Mission in prayer and worship
6. On our own patch - being a mission-shaped church locally
7. Resources for mission - practical ideas

The first two documents will be distributed initially to all stipendiary clergy and synod members and made available on the Church of Ireland website.

Mission Statistics

The Council is pursuing plans to implement the 2008 Synod's endorsement of the Council's effort to gather statistics for the purposes of mission.

It has consulted with the Ven Bob Jackson, a noted expert in this area, concerning methodology, a system for recording information and means of interpretation.

Church of Ireland Council for Mission – Report 2009

Compiling accurate figures for key aspects of church life will help to

- Dispel myths
- Provide an accurate picture of where we are at as a church
- Give an opportunity to analyse trends
- Identify challenges and opportunities
- Adopt an agreed national system for gathering information

Other churches and provinces do this exercise and most of the information needed for us to do it in Ireland is already available in the local parishes but not centrally.

Replies from the dioceses to an earlier questionnaire about what figures are already compiled indicated, at best, a patchy picture. A few dioceses are already compiling figures for attendances at services, and numbers of baptisms, confirmations etc, but most are not.

The information that is available in preachers' books would indicate

1. Numbers in congregation and frequency of services
2. The numbers of separate congregations
3. Figures at Christmas, Easter, Harvest and other key times
4. A basis for comparison over set periods, say 5 or 10 years.

The Council invited dioceses to submit samples of the kinds of forms already used to collect statistical information and on the basis of this, and in consultation with the Diocesan Secretaries, has compiled a standard form (attached).

The Council is currently seeking to identify a researcher to shape and analyse the information.

The intention is that piloting will begin with three dioceses at the start of 2010 and that that the process will be reviewed with the Diocesan Secretaries after the first year.

Mission Networks

Rev Paul Hoey represents both the Church of Ireland and the Irish Council of Churches at the Global Mission Network, one of five forums of Churches Together in Britain and Ireland. An incredible amount of useful information is shared at these meetings. Over the past year there were days on the themes of "Mission and the environment" and "Mission and Immigration", both very relevant to the Church in Ireland. Much of the information is available on the website www.globalmissionsnetwork.info/.

The current major focus for many of the major global mission networks is the Edinburgh 2010 World Mission Conference, celebrating the centenary of the first ecumenical world mission conference.

Church of Ireland Council for Mission – Report 2009

Global Mission

In reviewing the business of the Council there was a recognition of the need to facilitate a balance between global and local mission. The intention is to focus on a particular world mission theme, presented by one of the agencies on a rotation basis, at each meeting. Time is being set aside for exploring how this might work

Mission News and Prayer

An important part of each meeting is the time spent finding out what mission agencies, dioceses and individuals are doing in terms of mission and in praying for these initiatives.

Motions

1. The Synod recognises the importance of the Council for Mission's work to explore forms of church appropriate for a new mission environment and requests the Council, in partnership with the Commission on Ministry,
 - a. to continue to explore the area of pioneer ministry and in particular how such ministry, lay and ordained, can be developed, resourced and facilitated; and
 - b. to bring forward specific recommendations, taking into account the Bishops' Mission Order legislation of the Church of England, to enable such pioneer ministry to be deployed in the Church of Ireland.
2. The Synod affirms the Council for Mission in its efforts to encourage every parish in Ireland to develop a mission strategy, and recommends to parishes the use of the series of leaflets being made available by the Council, as an opportunity to review their approach to mission and to set up mission support groups or appoint parish mission link persons.

Appendices

1. Mission Giving in the Church of Ireland
2. Diocesan statistics form

Church of Ireland Council for Mission – Report 2009

APPENDIX A

MISSIONARY SOCIETY CONTRIBUTIONS FROM THE CHURCH OF IRELAND 2009

Society	Donations £ Stg	Donations Euro
Bible Society (NI)	17,916	0
Church Army	73,693	0
CMSI	0	783,030
Church's Ministry among the Jewish People	20,183	869
CPAS	32,874	0
Crosslinks	140,220	0
Dublin University Far Eastern Mission	0	5,075
Dublin University Mission to Chota Nagpur	2,397	0
Feed the Minds, Ireland	0	0
ICS	8,483	0
ICM	40,000	0
Interserve	0	0
Jerusalem and Middle East Church	0	0
Leprosy Mission	75,860	6,943
Mission to Seafarers	13,168	0
Mothers' Union	209,000	0
National Bible Society	0	16,539
Society for the Promotion of Christian Knowledge	0	0
Tearfund	0	0
SOMA	3,556	0
South American Missionary Society	189,027	12,220
United Society for the Propagation of the Gospel	0	0
Total	826,377	817,733

Church of Ireland Council for Mission – Report 2009

Church of Ireland
GROWTH | UNITY | SERVICE

Council for Mission
COUNTING ON GROWTH

Diocese: _____
Parish: _____
Church: _____

OCCASIONS:

BAPTISMS¹

to 1 yr 1 to 12 13+

CONFIRMATIONS²

to 12 yr 13 to 18 18+

MARRIAGES³

FUNERALS⁴

FESTIVALS:

EASTER⁵

communicants total attending worship

CHRISTMAS⁶

CHURCH ATTENDANCE 1st Four Sundays in OCTOBER⁷

Sunday:	All:	Adults:	Under 16:	
Four Sundays in October	All at worship on Sunday	Adults attending weekday services & worship events	Number attending worship services and/or children's activities on a Sunday	Additional number attending weekday services and worship activities
Sunday ___ October				
Sunday ___ October				
Sunday ___ October				
Sunday ___ October				

I would describe this individual church as (circle all that apply)
rural | village based | town based | urban | other _____

THIS YEAR'S MISSION QUESTION⁸

Which small group programme or materials (if any) have you used in your parish in the last two years? e.g. Alpha, Church 21, etc _____

AVERAGE SUNDAY ATTENDANCES⁹

adults young (under 16)

GENERAL VESTRY LIST¹⁰

Signed: _____ Name in block capitals _____ Date: _____

Please return to your local diocesan office by Jan 31st 2009 PLEASE SEE NOTES OVERLEAF:

Church of Ireland Council for Mission – Report 2009

NOTES:

A separate form should be completed for each church in a group or union of parishes. This enables analysis of the strengths of different sized worshipping communities

- 1 Baptisms are to be categorised into three age groups.
- 2 Confirmations may only happen once every few years. Please include here people from this church who were confirmed here, or took part in a confirmation service elsewhere. Do not include people from other parishes who were confirmed in this church. Please record those confirmed into the three age groups.
- 3 Number of couples married in this church. This does not include Blessings following Civil Ceremonies.
- 4 Total number of Funeral Services associated with this church community, including Cremations, Burials, whether or not the church building was used.
- 5 Easter Services include any Saturday Vigil and all services on Easter Day. Add also total number of Communicants present
- 6 Christmas Services for this survey include services from 4 pm on Christmas Eve and all Christmas Day
- 7 You were asked to identify numbers of children and adults attending all services during the first four weeks of October. If you have a regular midweek service, or a daily service please count the total number of attendances (the same person may be counted more than once) and include the figure here.
Please indicate with an asterisk and make a note if any of these attendance figures were unusual for any reason (Harvest etc.)
- 8 Each year the survey asks a once-only question, the answer to which is unlikely to change in your parish from year to year. Annual returns will build up a picture of the qualities of life in local churches which aid or hinder mission and growth. This year's question is to do with your locality. Please indicate which term(s) best describe your church's setting.
- 9 Eliminating Harvest Sunday and Easter Sunday, and Christmas Day if it falls on a Sunday, please estimate the numbers of young people (aged under 16) and adults on an average Sunday, by adding the attendances over the year and dividing by 50. This figure may change e.g. if you have two services a month the figure will be 24; or if Christmas Day is on a Sunday and there are otherwise 52 Sundays the figure will be 49.
- 10 Please return the numbers of people on your General Vestry List following its most recent revision.

Commission on Ministry – Report 2009

COMMISSION ON MINISTRY

REPORT 2009

1. Membership

<i>House of Bishops</i>	<i>Standing Committee</i>
Rt Rev KR Good, Bishop of Derry and Raphoe (Chairman) Rt Rev RCA Henderson, Bishop of Tuam	Mr HRJ Totten
<i>General Synod – clerical</i>	<i>Pensions Board</i>
Ven GL Hastings Very Rev SM Patterson	Rev ECJ Woods
<i>General Synod – lay</i>	<i>Representative Church Body</i>
Ms R Handy Mr AN McNeile	Ven DS McLean Mrs LM Gleasure
<i>Director of the Theological Institute</i>	<i>Honorary Secretaries</i>
Rev Dr MJ Elliott	Mr SR Harper
<i>Co-opted</i>	<i>Consultation Director of Non-Stipendiary Ministry</i>
Mr G Fromholz	Vacant

Mrs CH Thomson retired from the Representative Church Body and therefore also from the Commission on Ministry after the General Synod in May 2008. Rev OMR Donohoe and Rev TW Gordon also retired from the Commission. The Commission records its appreciation of the contribution made by Mrs CH Thomson, Rev OMR Donohoe and Rev TW Gordon during their tenure.

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 the 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 House of Bishops, the Standing Committee and the Representative Church Body.

3. Summary

The Commission on Ministry concentrated on the following issues:

- Lay Readers
- Non-stipendiary Ministry
- Young Ordinands
- Retirement Planning for Clergy

4. Purpose

To reflect on and propose changes to ministry training, deployment and support as will assist the Church to achieve its mission and sustain and nurture the clergy already in the Church's care throughout their lifetime.

5. Aims for 2009 to May 2010

The Commission on Ministry aims:

- a) to collaborate with other Church of Ireland committees where areas of work may coincide;
- b) to examine ministry development;
- c) to examine best practice for diocesan and parish missional structures;
- d) to assist in furthering the development of missional ministry in the West of Ireland;
- e) to structure and provide a mid-career programme for clergy;
- f) to continue to provide pre-retirement courses for clergy.

6. Development of Mission/Pioneer Leaders

In September 2008, the Commission on Ministry appointed Mr AN McNeile, Mr HRJ Totten and Rev ECJ Woods to meet with representatives, as requested by the Council on Mission, Mr C Taylor, Mr S Tucker and Mr I Smith, to discuss the issue of training and leadership requirements for new church developments.

The meeting of the joint Commission on Ministry and Council for Mission took place in November 2008. The group made a proposal regarding its central focus and terms of reference, but felt that before it could proceed, this would require the support of the Council for Mission, the Commission on Ministry and the Governing Council of the Theological Institute. The group suggested that the focus of their work should be the development of mission/pioneer leaders. A joint motion, from the Commission on Ministry and the Council for Mission, to further this work is attached as Appendix A on page 320.

Commission on Ministry – Report 2009

Early indications from the three sponsoring bodies are that some reflective work in this area would be a welcome contribution to the Church's ministry and mission.

In light of the Very Rev SM Patterson's work on mission in the west of Ireland, the Commission on Ministry have asked her to join this working group.

7. Lay Readers

In February 2008, the Warden of Readers requested the Commission on Ministry to consider the biblical and theological understanding of the ministry of Readers in the Church of Ireland.

The Commission on Ministry agreed to carry out an anonymous survey of Diocesan Readers. The Very Rev SM Patterson compiled a questionnaire that examined the length of service of Diocesan Readers, their training, ministry, other duties, geographical areas of work, support, satisfaction levels and expenses and also invited them to describe how they see their ministry developing in the future.

There was a 50% response rate from the Diocesan Readers. The Very Rev SM Patterson then compiled the information into a full report and a subsequent simplified summary report (Appendix B, page 321) that does not include the statistical terminology. The full and summary reports are also available at the following web addresses:

http://www.ireland.anglican.org/cmsfiles/pdf/Information/Resources/CommMin/09-rm_full.pdf

http://www.ireland.anglican.org/cmsfiles/pdf/Information/Resources/CommMin/09-rm_sum.pdf

The Commission on Ministry presented the summary report to the Warden of Readers, Rev Canon RC Neill so that he could disseminate the report to the Diocesan Readers.

The centenary anniversary of readers in the Church of Ireland will be celebrated with a special service in St Patrick's Cathedral, Dublin on 28 November 2009. The event is being organised by the Warden of Readers and the Bishop of Kilmore, Elphin and Ardagh.

8. Mid-career Programme for Clergy

The Commission on Ministry has begun the initial planning stages of introducing a new mid-career programme for clergy. The overall aim of this programme is to provide a support for clergy who, after many years of ministry to others, would benefit from refreshment and encouragement to re-invigorate them in their vocation and mission.

Commission on Ministry – Report 2009

The specific objectives of the programme are the following:

- To enable clergy to assess where they are in relation to their vocations and their personal lives, how they got there and where they want to go;
- To enable clergy explore the strengths of their particular ministry and consider how they might develop it;
- To encourage clergy to identify and discuss issues which make ministry difficult and/or cause personal problems;
- To provide an up-to-date view of theological thinking;
- To provide views on what both the church and unchurched perceive the role of the priest should be;
- To enable people consider methods of effectively managing their own stress and health levels.

It is envisaged that the programme will consist of a residential course that will include Bible study, current thinking in theology, personal reflection and address what being a priest means today, healthy living and work/life harmony.

9. Non-stipendiary Ministry

At the General Synod 2008, the Commission on Ministry was asked to examine the issue of non-stipendiary ministry through the following resolution:

That the House of Bishops and the Commission on Ministry be requested to make arrangements for the introduction of a Bill in the General Synod of 2009 to extend the provisions of Chapter IX, Section 34(4) of the Constitution relating to part-time stipendiary ministry, to be amended as necessary, to members of the clergy serving in the Non-Stipendiary Ministry.

The Commission on Ministry appointed a sub-group to address this issue and the group held a number of meetings between June and October 2008. A survey of the Diocesan Secretaries was conducted to examine the number, deployment and reimbursement of non-stipendiary ministers currently within the Church of Ireland. It was also noted that this will be a finite population as the new Ministry Formation does not differentiate between stipendiary and non-stipendiary training.

The Commission on Ministry received the recommendations from the sub-group in November 2008. The Commission on Ministry agreed on a proposal that was then sent to the House of Bishops and to the Stipends Committee for opinion. The House of Bishops stated they were satisfied with the proposal. The Stipends Committee made recommendations as to the payment of expenses.

The Commission on Ministry presents Bill No 5 to the General Synod for consideration.

10. Retirement Planning for Clergy

As reported to the General Synod 2008, the Commission on Ministry held two retirement courses for clergy, one in Northern Ireland and one in the Republic of Ireland.

Both courses were well received and the RCB Stipends Committee has secured funding for further courses in 2009.

11. Younger Ordinands

The consultation held in Dublin in May 2006, entitled *Younger Ordinands and the Church*, highlighted the present rather high age profile of ordinands and the need to attract younger candidates.

The Central Director of Ordinands, Rev Canon KM Poulton, undertook to produce a promotional DVD in conjunction with Mr G Fromholz, aimed at attracting younger candidates.

The DVD has been completed and includes interviews with third year students from the Church of Ireland Theological Institute, the school Chaplain from Newpark Comprehensive School, a member from the Wells Project in Belfast and a number of serving clergy from a variety of different parishes.

12. Missional Ministry for the West of Ireland

The Very Rev SM Patterson has produced a significant document on missional ministry for the west of Ireland. A summary of this report is included as Appendix C on page 330. This document will be a substantial resource for the work of the Commission on Ministry in this area in the coming year.

APPENDIX A

RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD

1. Development of Mission/Pioneer Leaders

This General Synod recognises the need for training and developing leaders equipped to serve in a variety of pioneer contexts, both lay and ordained in Ireland. This General Synod directs the Commission on Ministry and Council for Mission to jointly develop proposals for how such leaders might be trained and deployed, duly consulting with all appropriate and relevant bodies.

APPENDIX B

SUMMARY OF REPORT ON READER MINISTRY IN THE CHURCH OF IRELAND

Very Rev Dr Susan Patterson

Introduction

The Commission on Ministry, in consultation with the Bishop in charge of Reader Ministry, decided that it would be appropriate and helpful for a survey of reader ministry to be carried in advance of the Conference being held to mark the occasion of the Centenary of reader ministry in 2009. The aims and objectives of the survey were to elicit information and provide an opportunity for reader feedback of various kinds, including expression of feelings, in the hope that this would help focus discussion at the Conference and, further, assist any reviewing of policy with regard to reader ministry. It was also hoped that the survey would in itself assure readers that their opinions and concerns were valued and worthy of serious consideration.

The following is a less technical summary of the full report, a copy of which is available on the resource page of the Church of Ireland website.¹

Methodology

A questionnaire was sent out by post to all diocesan readers listed in the 2008 Church of Ireland Directory. We regret that some readers, whose details were not listed in this edition, were missed, also that some retired readers still listed in this edition as serving were included. The questionnaire was designed to include ‘tick the box’ multiple choice answers plus the opportunity to add further comments on training, vocation, ministry direction, and anything else considered relevant. The areas surveyed were training (pre-commissioning and ongoing), duties (including expenses and whether a written ministry description had been agreed), vocational questions, support, and overall ministry satisfaction. To guarantee confidentiality and thereby allow a full and frank response to questions, the questionnaire was anonymous. The foregoing of collection of personal data did limit the analysis but was felt to be essential in the circumstances. The questionnaire was accompanied by a letter from the Chairperson of the Commission on Ministry (Rt Revd Ken Good) and the Bishop in charge of Reader Ministry, (Rt Revd Ken Clarke).

Research questions

The following were the questions to which it was hoped the data would provide answers:

1. To what extent, if any, does the type and scope of pre-commissioning training affect deployment and overall ministry satisfaction?
2. To what extent, if any, are the existence, nature and extent of ongoing training reflected in both training and overall ministry satisfaction?
3. To what extent, if any, does scope of deployment (size of area covered and range of duties) influence ministry satisfaction?

¹ This summary should be read only as a guide to the full report which presents the data in statistical form with the usual indicators of significance in relation to particular results.

Commission on Ministry – Report 2009

4. To what extent, if any, is the level and type of expenses paid reflected in satisfaction or dissatisfaction with support and overall ministry?
5. To what extent, if any, is the type and amount of ministry support reflected in satisfaction or dissatisfaction with support and overall ministry?
6. What are the respective relative importance of initial training, ongoing training, scope of deployment, and ministry support in regards to overall ministry satisfaction?

Analysis and results

The intention was to survey the entire population of readers. However, of the 298 questionnaires sent out, only 171 were returned. Of these, 3 were blank and 45 others were incomplete to a greater or lesser degree. Wherever possible the results from these incomplete questionnaires have been included in the analysis. *Because of the low response rate it is important to be conservative in drawing conclusions and take the trends revealed, however strong, to be suggestive rather than decisive.*

The analysis carried out comprised in the first instance descriptive statistics. [These are contained in Appendix B of the full report.] The following is a summary of these results.

1. Length of service: approximately one third of readers had served for more than 20 years, another third for between 11 and 20 years, and the remaining third for 10 years or less.
2. Education and training: just over half had a tertiary qualification prior to training. Most readers were given training prior to commissioning of between 2 and 4 years in duration involving 4 or more subjects. In roughly two thirds of cases this was delivered via regular classes supplemented in a quarter of these situations with other teaching methods. The remainder were taught via either distance learning or less formal methods, including one-to-one sessions with a tutor or warden. Only one fifth of readers received any award or certificate for their training as such, apart from a readers' licence. Just over one third of readers were receiving no ongoing in-service training. Less than one fifth of readers expressed themselves as less than happy with their training.
3. Duties: almost two-thirds of readers performed one or more other duties as well as taking services and all but a small minority worked beyond their own parish, group, or union. Mileage was paid in two-thirds of cases and half of these received other allowances in addition. Of those not receiving mileage, just over half received fees for services. Only just over one fifth of readers had agreed written ministry descriptions with wardens or rectors.
4. Satisfaction: readers were asked to rate their satisfaction with training, expenses, and their ministry overall. Satisfaction levels were generally high, over four fifths being moderately to completely satisfied with their training, four fifths being moderately to completely satisfied with their expenses, and all but four individuals considering

Commission on Ministry – Report 2009

that their expectations of reader ministry had been moderately to completely satisfied.

Further analysis was carried out to establish what relationships, if any, existed between these variables or factors. It is important to recognise that in a study of this kind ‘significant relationship’ can only be taken as suggestive of possible causality between variables. We may have established here that a pair of variables co-relates but to try to confirm that one causes the other would require a different study. Second, it has also to be emphasised that the statistical correlations found between these variables were, at best, only moderate in strength [Appendix C in the full report contains all the statistics relating to these findings]. With these points in mind we can examine the eight significant statistical relationships that were found: three negative and five positive. They are listed here in decreasing order of strength.

1. The longer the length of service, the *less* the satisfaction with training.
2. The higher the level of education prior to ministry, the *less* the overall satisfaction with ministry.
3. The higher the level of pre-commissioning training, the *less* the overall satisfaction with ministry.
4. The greater the amount of support given in ministry, the *greater* the satisfaction with that support.
5. The greater the amount of support given in ministry, the *greater* the satisfaction with training.
6. The greater the satisfaction with training, the *greater* the satisfaction with ministry overall.
7. The greater the scope of deployment in terms of territory covered, the *greater* the satisfaction with ministry overall.
8. The higher the level attained with training, the *greater* the satisfaction with training.

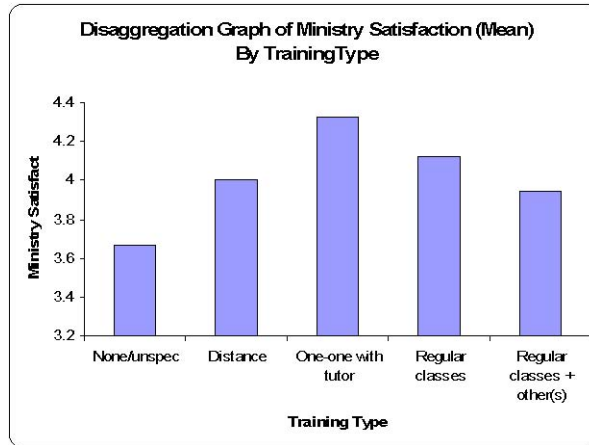
Some of these relationships may seem entirely unsurprising; others (such as the first three) seem puzzling. Would the inverse relationship between length of service and satisfaction reflect an improvement in reader training over the years? And could the inverse relationships of both prior education and level of pre-commissioning training with overall ministry satisfaction have something to do with level of expectations?

It was hoped that analysis of some of the other non-numerical data through grouping into categories would cast some light on these findings. One interesting discovery was that significantly more ministry satisfaction appears to derive from pre-commissioning training involving one-to-one sessions with a tutor than from any other of the methods surveyed. However, no relationship was revealed between *ongoing* training type and ministry satisfaction.

Another finding was a possibly significant relationship between a preference for the status quo in duties (compared to an increase or decrease in duties) and ministry satisfaction. However, the present level of work needs to be taken into account when interpreting this. This finding may appear inconsistent with no. 7 above, but it must be noted that the relationship there is between extent of territory covered – whether one or

Commission on Ministry – Report 2009

more parishes or groups or unions, or an entire diocese (or more than one diocese) – and does not relate to the amount or number of duties.



We are now in a position to consider what answers may have been revealed to the questions posed earlier:-

1. To what extent, if any, do the type, level and scope of pre-commissioning training affect deployment (number and geographical scope of duties) and overall ministry satisfaction?

There is a significant relationship between level of pre-commissioning training and satisfaction with training, as might be expected. There also appears to be a significant relationship between the type of training received prior to commissioning and subsequent ministry satisfaction – one-to-one sessions with a tutor standing out in this regard (see graph above – statistics are given in the full report). However level of training does not appear to influence the number (or range) of duties subsequently undertaken, the territory covered by such duties, or overall ministry satisfaction. Interestingly, it is the level of education prior to training which is seen to have the connection with number (range) of duties. And this variable (level of prior education) also relates strongly to subsequent ministry satisfaction. One might speculate that this variable constitutes a measure of ability, at least as perceived and acted upon by others in a position to decide on deployment (see below). As well, the scope of pre-commissioning training as reflected in the number of subjects studied relates significantly but probably unsurprisingly to the number (range) of duties undertaken subsequently in ministry.

2. To what extent, if any, is the type of ongoing training reflected in satisfaction with training, satisfaction with support, and overall ministry satisfaction?

The analysis showed little or no relationship between the type or ongoing training and any of the areas of satisfaction measured, perhaps surprisingly in the light of comments made about the need for more training in relation to frustrations in ministry. (See above).

Commission on Ministry – Report 2009

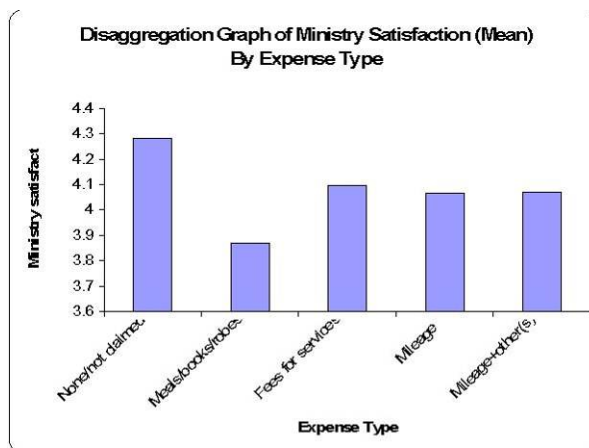
3. To what extent, if any, does scope of deployment (size of area covered and number of duties) influence ministry satisfaction?

The internal association between the two ‘duty’ variables is in itself insignificant – perhaps surprisingly. Number (range) of duties does not correlate significantly with overall ministry satisfaction; however there is a significant positive association between geographical scope of duty and satisfaction with ministry. Those readers who are deployed on a diocesan-wide basis seem happier with their ministry.

4. To what extent, if any, is the type of expenses paid reflected in satisfaction or dissatisfaction with support and degree to which expectations of ministry have been realised?

In the first instance it seems reasonable to relate types of expenses paid to satisfaction with expenses. Unsurprisingly, those who received no expenses or do not claim them appear significantly less happy with their expenses than those who receive the various types, who appear undifferentiated.

While there appears to be no relation between type of expenses paid and satisfaction with support received, there appears to be a decisive if odd connection between type of expenses paid and ministry satisfaction. The three types of regular expenses seem on a par, averaging ‘mainly satisfied’. Readers are less satisfied with the second, more occasional category of expenses if paid these alone. But they are most happy with their ministry when they are receiving no expenses at all – or when not claiming them where they would be entitled to them! This quirky finding should be explored further. It certainly should not be used as policy ammunition!



Commission on Ministry – Report 2009

5. To what extent, if any, is the type of ministry support reflected in satisfaction/dissatisfaction with support and realisation of ministry expectations?

The relationship between support type and support satisfaction is a positive one. *Personal* support from a support person such as a rector, warden, or spiritual director is valued more highly than courses in spiritual development or ministry formation. Unsurprisingly, all of these are preferred to no support at all.

6. What are the respective relative importance of level of initial training, type of ongoing training, scope of deployment, and ministry support in regards to overall ministry satisfaction?

This ‘relativity question’ is made difficult to answer by the differing types of data here as the varying amounts and types cannot be compared simply. However, what appears to have emerged is that the types of training and support that most influence ministry satisfaction are those which offer personal one-to-one contact with tutor or support person. That the relationship between training, support, and ministry is an important one is underlined by the strong relationships between the degree of satisfaction expressed in relation to these. More understanding of the components of ministry satisfaction is provided by readers’ grouped comments, the most significant of which (collectively accounting for almost half of the responses) were:

- Affirmation and support from people.
- Sermon preparation & preaching.
- Pastoral work/visiting/contact with people.
- Joy/privilege/happiness in serving/helping.

The relationship between scope of deployment (number of duties) in relation to geographical spread of work (territory covered) also seems a significant determiner of ministry satisfaction, although it is interesting that it does not feature in the main grouping above.

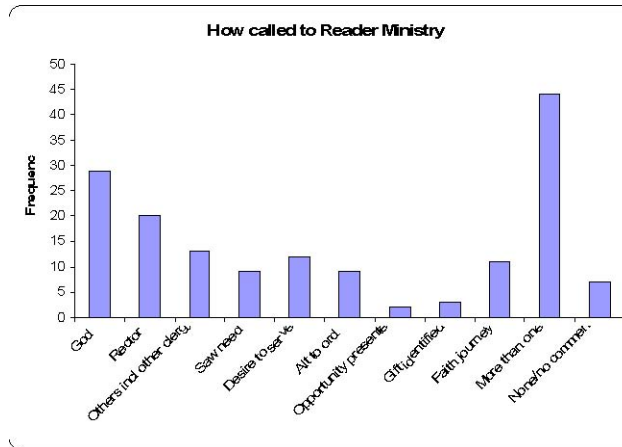
The negative relationships are rather harder to explain. Why should level of education prior to training have a negative impact on ministry satisfaction? Is it because better educated people have higher expectations? And why should level of pre-commissioning training have a negative impact on satisfaction with support? Is it because those who received superior training tend to be disappointed with the subsequent level of ongoing training and support? Areas of frustration mentioned might have provided a clue, but collectively they account for only just over one third of respondents. The two most ‘popular’ were mentioned by just over one tenth of respondents. These were

- Poor relationship or treatment or lack of contact with rector/clergy.
- Insufficient training.

The various comments supplied by respondents are summarised in Appendix B of the full report.

Commission on Ministry – Report 2009

The other main comment areas are to do with calling and general comments about reader ministry (see below). The information about calling is summarised here in a graph:



Suggestions made by respondents regarding what would make their ministry more effective

These were as follows:

- More/ongoing training (31%)
- More contact with other readers (13%)
- More support (including provision of retreats/quiet days (10%)
- Being used more often or more widely (incl. pastoral work and H.C.) (13%)
- Better clergy/reader relationship/better communication (7%)
- Better fee structure (2 %)
- More than one of the above (12%)

Recommendations made by respondents regarding Reader ministry

These are best left to stand alone. They have been collated into five categories:

1. Training issues: [31% of respondents]
 - Better use of distance learning
 - Bi-monthly meetings to develop communication and belonging
 - Clarification of role of warden
 - Common curriculum and qualification
 - Voice-production training
 - Annual diocesan training weekends
 - Use of internet as resource
 - More flexible training options

Commission on Ministry – Report 2009

- More practical training including preaching practice
 - Cross-diocesan reader meetings
 - More reader-focused training
 - Fast-track training options to take account of experience
 - Running in-service training concurrent with final stage of preliminary training.
 - Standardized and relevant ongoing training.
 - Weekend refresher courses.
 - Structured training for deployment of readers in vacancy situations.
2. Personnel issues: [30% of respondents]
- Better clergy-reader communication/relations
 - Clarification of mutual expectations between rectors and readers
 - Development of Reader involvement in team ministries
 - Under- and over-deployment – lack of ministry descriptions/agreements between incumbents and readers.
 - Lack of contact with and support by rector.
 - New ways of affirming quality and status of reader ministry.
 - More appreciation of reader ministry.
 - More opportunities for readers to get together for fellowship, support, mutual learning.
3. Deployment issues: [13% of respondents]
- Better spread of Readers in a diocese – too many in some parishes.
 - Training of clergy in how to utilise readers in team ministry
 - Concern youth leaders may supplant Readers
 - Continued development of the distinctiveness of lay ministry
 - Development of spiritual direction as a Reader ministry
 - Fuller ministry role for Readers
 - More Holy Communion by extension
 - More involvement of Readers in Holy Communion services
 - More pastoral care work
 - Reader exchanges between parishes and further afield
 - Administrative role for Readers
 - Oversight of vacant parishes
 - Sensitivity to travel cost issues
 - Sensitivity to context when deploying
4. Structural issues: [7% of respondents]
- Clarification/review warden/s role as enabler of reader ministry
 - Lay Presidency
 - Review of expenses/fees structure
 - Relation of clergy and Reader roles
 - Readers as permanent Deacons
 - Readers as ministers-in-charge (in long vacancies or remote areas)

Commission on Ministry – Report 2009

- Readers taking weddings and funerals
 - Readers as administrators.
 - Role exchanges between Methodist lay preachers and Readers.
 - Some relaxation of rules and regulations needed.
5. Recruitment issues: [5% of respondents]
- More flexible training options
 - Encourage reader ministry among young people.
 - Give opportunity for greater use of gifts in reader ministry – wider, more varied role.
 - More encouragement of reader ministry by clergy.
 - Better marketing of reader ministry by Church.
6. Commendations/warnings: [5% of respondents]
- Thank you for opportunity to rant!
 - Will be great to see anniversary properly marked
 - Pleased interest being taken in readers.
 - Concern survey might dictate rather than facilitate.

Final comments and policy implications

This research cannot be a basis for drawing hard conclusions about reader ministry in Ireland because of (1) the low return rate of questionnaires (more than 40% of readers failed to respond at all), and (2) the largely moderate level of statistical association between the factors under consideration. Notwithstanding these qualifications, it can be said that sufficient concerns were registered about training and support measures to suggest steps should be taken to refine and strengthen their impact. Overall, the things that readers valued most was *personal* support and encouragement in the areas of pre- and post-commissioning training and ministry support, but the results suggest that there is some room for improvement in these areas.

Arguably there also needs to be more ongoing *monitoring* of satisfaction concerning training and support measures as well as overall ministry satisfaction and I believe this study underlines the present plans to institute more quality of control and standardisation of training and support measures. If the survey helps to focus concerns to be addressed at the conference and beyond it will have succeeded in some measure.

I believe that the other major aim of this survey has been achieved: namely, to offer readers a long overdue opportunity to express their views and feelings about their training, vocation, support and practical ministry issues. There were many cries from the heart on the questionnaire forms! I hope the respondents will feel they have been heard and taken seriously, both in the report and its repercussions.

September 2008 – February 2009

APPENDIX C

MISSIONAL MINISTRY FOR THE WEST OF IRELAND²

Very Rev Dr Susan Patterson

Introduction:

My interest in this topic arose out of the research I did in 2007 in relation to alternative ministry models in the west. As I looked at the scene in the western dioceses, it became clear that scattered people and overstretched resources were only part of the problem: there were large areas of country, ostensibly contained within existing parish groupings, in which the Church of Ireland had effectively ceased to exist – that is, churches had been closed and the nearest churches were too distant to be a realistic option for people living in these areas. These areas are typically, although not always, on the margins of dioceses, whether coastal edges or near borders with other dioceses. This revelation of not merely struggling areas of ministry but actual abandonment of ministry led me to ask two questions: first, why had this occurred? Second, what could or should be done about it?

The ‘why’ question: geography, history, and demography

The ‘why’ of the dying out of at least the visible Church of Ireland – the worshipping church – in the areas identified could be said to be due to a complex interaction of geographical, demographic and historical factors.

First, geography: my study of maps of civil parishes in relation to diocesan data and physical maps revealed, first, that where they occur on the coastal edges of dioceses, these de-churched areas tend to relate to isolated far reaches with low population densities, although, paradoxically, difficult terrain has preserved some small churches from amalgamation or closure. Second, where they occur in inland diocesan border regions, de-churched areas are not confined to one diocese but occur on both sides of the border, in one major case, affecting three dioceses.

Second, history: many parishes with churches built by the Board of First Fruits were not ever really viable parishes – the population was too thin to sustain the number of churches which was based on the civil parish system. Some of these disappeared or were amalgamated very early on. Those parishes which had not acquired the habit of self-sufficiency following disestablishment – sometimes because their main funders, the gentry and civil servants, left too soon – were far more likely not to survive. More recent shrinkages may be attributed to

² This paper is a summary of the full report which contains more detailed analysis and specific material including maps and graphs. This can be accessed on the Church of Ireland website resources page: <http://www.ireland.anglican.org/index.php?do=information&id=175>

rural depopulation, both during the tough times in the mid twentieth century when many emigrated to find work, and then more recently with children in rural areas leaving for education and not returning.

Third, demography - people movements: physical factors in relation to isolation can and have been reduced by better infrastructure. Demography is another matter. In recent years the exodus of people from the west of Ireland has been reversed with an influx of migrants as Ireland opened its doors to refugees and later to economic migrants from an enlarged E.U. In addition, in response to the late Celtic Tiger, Irish people have made lifestyle choices to retire in the west where property prices were cheaper. Also there has been a steady trickle of lifestyle immigrants from Britain and Germany. Obviously some Church of Ireland western de-churched areas will have remained more static in population (e.g. Kiltimagh, Mayo). Others will have benefited significantly from immigration (e.g. Gort, Galway).

Another slant on the ‘why’ question

It must be said that there is an essential inwardness about the Church of Ireland which might be blamed on the legacy of Ulster Plantation Calvinism which penetrated Church of Ireland thinking during the nineteenth century, spreading beyond Ulster, probably partly through further internal migration and intermarriage and partly through its affinity with the issues common to all planted people. The vestiges of these beliefs and attitudes are still to be found in a prevalent disposition towards church decline on the part of older parishioners in the west of the Republic generated by the awareness that cultural Protestant identity is being eroded as biological increase is replaced by an influx of strangers.

The ‘should’ question – where we are now and where we might go:

I began by thinking that missional models of ministry were needed only in the de-churched areas of the west, but it is patently obvious that they are needed everywhere in the church. Inwardness is endemic. However, inwardness is not admissible and mission is not simply an option. Mission is Christ’s work which is to be done by his disciples. It is time to put the missing missional component back into the west. The models employed may differ in their mode or expression according to whether or not there is an existing church presence, but the *need* is the same everywhere. Even where church allegiances are retained, they are not always reflected in church-going (which is why census data can give us only part of the story).

With a new mission project in an un-churched or de-churched location where there is no existing congregation, there are no entrenched traditions, habits, or attitudes to get in the way. But it is hard, if not impossible, to be a missional church without people resources. The dilemma is that many if not most of the faithful people who sit in our pews Sunday by Sunday do not relate the concept of mission to their local or neighbouring situation, and even if they do, they do not regard mission as a priority because the priority is ‘keeping the doors open’, providing a decent, orderly, solvent continuity of the traditions of worship and community

Commission on Ministry – Report 2009

and building maintenance in this place. If the tail of survival is not to wag the dog of outreach, it will be important not to confuse the *work* of mission as such with church growth strategies on the one hand, and community service on the other – although these things are intimately linked with it. A church ‘must constantly examine its own self-understanding’ in order to become truly missional and not guilty of ‘only tactical attempts to breathe new life into old structures’.³

So who does mission and how do they do it? The ‘ordinary Christian’ in our churches is likely to believe that mission is something others do; their responsibility is to help fund their activity. Another related misconception is that mission is a professional area of ministry to be undertaken only by those properly trained for it. The ‘ordinary parishioner’ is not to be expected to have the skills or to be granted the authority to carry out such work. This is not to suggest that training is unimportant; yet to concentrate on professionalism overlooks another factor which is not common lay parlance – that of vocation. To be called to mission must be the fundamental requirement for missional ministry, and to be so called is not to presuppose existing training (although it will require training – not necessarily formal academic training), and it is not to presuppose a call to ordained ministry, although it may be expressed through that.

If the people presently occupying the pews – and perhaps also the prayer desks and pulpits – are unable or disinclined to be involved in mission, then it follows that the people who will do the mission are likely to be people other than these: people who come in from outside. This may well be a significant way forward as ‘using the difficulty’ of the shortage of internal resources gives newcomers a vital role and lets in fresh thinking and energy. These people may then model missional ministry for others. Working alongside is important, even if this is more permissive than active, because local ownership is important if spiritual unity is to be preserved. A real effort needs to be made to reach and involve residual local church populations in areas where churches have been closed, giving them a sense of ownership in a new local mission project however foreign in church terms it may seem to them.

The ‘what’ of mission

When it comes to type of project, traditional Anglican notions of local mission along the lines of church-plants have been recently supplemented overwhelmingly by the various new ventures loosely termed ‘fresh expressions of church’.⁴ The fresh expressions of church movement is a burgeoning mission-focused initiative that has grown and spread ahead of analysis and formal structuring, although those are beginning now to catch up. The term ‘fresh

³For a definition of mission for the Church of Ireland, see the House of Bishops Mission Statement for the Church of Ireland: <http://www.ireland.anglican.org/index.php?do=information&id=170>

⁴ See the Fresh Expressions website www.freshexpressions.org.uk

expression of church’ was first used to describe a range of twelve different types of activity ‘all of which reflected a desire and movement to go to where people are and let the culture, the context and the mission of God shape the resulting new community.’⁵ Fresh expressions of church are very much grass-roots local initiatives. The common thread is that they are focused on going out to where people are – whether in pubs, streets, community centres, nightclubs, or cafés – and meeting them at their point of need. As initiatives develop, it is important that there is movement toward being explicitly, identifiably church, which of course is not the same thing as becoming traditionally church, although the co-existence of traditional and new ways of being church has the potential to be mutually enriching. Then there are the questions of how to address quality-control and accountability issues, and how to address the structural issues in relation to authority and working ecumenically. We in the Church of Ireland face the challenge of coming up with indigenous solutions: a simple import of structural remedies will not work due to differences in structures and ethos.

I believe this style of mission would work in the west of Ireland for two reasons: first, over recent years the west has had an influx of migrants, some from elsewhere in Ireland, most from overseas. The non-Irish majority of these are unfamiliar with the Church of Ireland and would find its ways alien – this can be the case even for people from neighbouring Anglican churches! Second, the exponential increase in secularism means that many people living in the west, in particular young people, have no experience of church at all and are most unlikely to seek out an existing traditional church or attend a parish mission. New ways of doing mission are needed for a changing population.

The ‘how to’ question: structures and scope, strategy and method

The type of mission initiative will vary both with what is contextually appropriate and with distance from the resourcing church or churches which will affect both what might be done and the numbers available to do it. This is likely to be particularly the case in the west of Ireland where resources are thinner and distances greater. There are both principled and pragmatic reasons why mission projects, however remote in location, should not be simply a diocesan responsibility. Most importantly, the work of mission is an imperative for all Christians. The proclaiming of the gospel to all nations begins with the love of neighbour that reaches those in the midst and then in the hinterland of existing parishes, where that hinterland may extend for some distance and could be the joint responsibility of several parishes. Unless local people are involved the project will lack the impetus of prayerful local ownership and encourage people back into the trap of thinking that mission is something that other people do. Ideally parish and diocese would form a partnership in mission, the diocese providing the motivation through policy, encouragement, and support, allaying fears that the thing is going to outstretch local know-how and bankrupt local resources, and keeping the project on track in

⁵ See Steven Croft (ed.) *Mission-shaped Questions*, London: Church House Publishing, 2008; p. 2.

terms of accountability and progress. The parish would in turn be the source of vision, prayer, and local personnel – who may well be supplemented by people attracted from the outside to what is going on.

While it is good to have in mind a particular sort of location and type of premises, it is important not to let assumptions about these prevent openness to other, possibly better options. Likewise, it is also important not to limit the scope of the project according to the present vision but leave room to allow the Spirit to do a new thing in future. Generally speaking, the less mechanistic the approach the better. Things that grow organically to fit their context are more likely to be effective. Where ‘top-down’ is effective is in the area of support – resourcing and enabling local ventures through facilitating, training and funding that could be vital in getting things off the ground and helping them to continue to function. Regarding size of project: evidence suggests that small is actually better, provided there is careful planning, research, and patience in implementation. Small beginnings are good, and small scale as a goal may be good too. Most fresh expressions of church are small and modest. Size is in no way correlated with success in reaching people with the gospel.

Information gathering:

It is vital that this stage in planning a project is not left out. Census population information is mostly in the public domain and readily available on-line.⁶ Some ‘where’ and ‘what’ questions may be provisionally answered even before a community audit is undertaken in deciding the. Which areas have seen an increase in people identifying themselves as Church of Ireland and/or as having no religion? These are the target populations for a church already established in the area, or, where there is no church, for a church seeking to plant a mission project either within the boundaries of its union or group, or beyond. An examination of the 2006 census data on religion by area for western counties reveals a considerable if unsurprising overlap between those areas identified as de-churched and an outnumbering of Church of Ireland people by those who claim to have no religion. A corollary of this is that re-churching these areas is more a matter of reaching the un-churched than re-engaging residual de-churched Church of Ireland populations (although it may involve that as well). Unsurprisingly there is an urban factor in this, the cities of Galway and Limerick having far higher proportions of people claiming to have no religion. Traditionally, rural people have been both more conservative in their beliefs and less exposed to secularising influences. From this information it is obvious, before any mission audits are carried out, that the old notion that mission would inevitably be an exercise in sheep-stealing can be regarded as effectively dead in the water. There are many un-churched or de-churched people in our midst. The task is then to discover the characteristics of these people, and where they might be clustered.

⁶ <http://www.cso.ie>

Who is out there?

The particular people who may be reached by a particular project in a particular *place* can in part be answered from census information relating to age-structures, therefore it is important to consider the age-profile of a particular location? What does that tell us about the sort of mission strategy that should be employed - or for that matter, whether that location is a suitable one for a mission project? (*See the full report for more information on how to interpret census data*)

Young un-churched people are a priority in any mission situation. While Irish society (Northern and Republic) is not yet post-Christian, secularisation is increasing and it is significant that the majority of our un-churched and de-churched populations are young people. Every parishioner knows that the biggest group who are absent from our churches are the teens through twenties. It is simply no use inviting these young people to come (back) to church. It is necessary to go out to where they are and meet them at their point of want or need. Such programmes, to be effective, require the involvement of gifted members of the peer group in leadership, mentoring, and team roles. These people are likely to be newcomers to the parish, people attracted by the vision of mission because that is where their gifting and their passion lies.

Plans of action

There is no such thing as a one-size-fits-all model of mission. The fundamental principle is that the plan must be God's plan and the project must be to do Christ's work in the world. For this reason, if prayerful envisioning is the first task of mission, discipling is the next. It is instructive to consider the way the first Christian missionaries were trained: they were called to follow, to learn by observing, instructing and doing - to form a team, an apostolic community of apprentices learning on the job, taught and mentored by their Master. Therefore the first plan of action is to locate, teach and mentor the ones who will do the mission in his name. The project-focused praxis model emerges both out of and alongside this discipling model: envisioning, information gathering, action, then reflection upon the action followed by adjustment of the vision where necessary, more information gathering, more action etc.

There is also need for specific training in mission to equip people for the work of proclaiming the gospel in the world in word and deed. This may happen along the way, as training needs are identified in a gathering group of people. The primary task of training in missional (or 'pioneer') ministry is to develop the twin skills of biblical-theological reflection and cultural sensitivity in a given context. The context-particularity of such training means that it cannot be carried out in some central location or by distance-learning unless it also involves an adequate proportion of time spent on placement in a real mission situation.

Who should lead the project? Not necessarily the trainer. Sometimes the project will dictate this. Probably more often than not – it will be a matter of who is available and who has the

Commission on Ministry – Report 2009

energy for it. Obviously lay leadership does not simply emerge out of the air! Any project will begin with the vision of a few who may not necessarily stay on as leaders through to the running stage of the project. Those who are versed in such projects stress the importance of lay leadership and the formation of a core group of people committed to the project who will meet together to pray and envision and then be a means of drawing others in. Paradoxically, when it comes to local mission development, the church may in fact be the very worst place from which to reach the un-churched because the horizon of understanding will be no wider than what is already known, understood, and appreciated within what is probably an inward-looking community with particular vested interests which will relate to tradition, identity, survival, familiarity, and comfort zones. Teams formed out of people ‘on the edge’ for which clergy and/or lay leaders are facilitators and enablers (rather than front-runners or solo-flyers), and into which other church members may be drawn as they are encouraged by developments, are far more effective. *The logic is to place the epicentre of energy and commitment where the project is to be and then attract the people and resources to that point.*⁷

Training the trainers. If clergy and lay leaders are to be able to facilitate and enable new local leaders and members of mission teams, they themselves need to be trained for this rather different role. At present in the Church of Ireland, only Church Army officers receive this training. The apostolic nature of mission means that the diocesan bishop is the primary Missioner, who delegates apostolic authority to those charged with the carrying out of that mission, whether clergy or lay. This means that the bishop is also the primary *enabler* of mission, and as such, has the responsibility of enabling those charged with the carrying out of mission, including those to whom s/he delegates the enabling of missionary teams. If clergy are to undertake this enabling work in a devolved way, they themselves need to be trained to do it. This training is now identified and about to be implemented as a part of pre-ordination theological education, but something has to be done about in-service training of current clergy.

The decision also has to be taken at episcopal/diocesan level as to whether the enablers of mission – incumbents or other leaders - will also be the *trainers* of mission teams. There are pros and cons to this. The pros are that such training can be organic and informal in nature, undertaken as the need arises and building on existing relationships. The cons are that this may be an inefficient (and inconsistent) delivery system involving far more time and energy on the part of individual people who are already carrying too heavy a workload. Training may be more effectively organised and consistently delivered at diocesan or even inter-diocesan level, which is not to say that it should be overly formalised or centralised.

Moving on from where things are: some conclusions....

Reviews of the history behind de-churched areas in the west and of the present status quo reveal, I believe, a Church of Ireland in the west which has, for a long time, been marginal in

⁷ See Martin Robinson, *Planting Mission-Shaped Churches Today*, p. 78ff.

Commission on Ministry – Report 2009

much of its ‘territory’ and now faces disappearance, possibly in a generation, outside of the main centres of cities and large towns. This situation, though dire and seemingly terminal, does not in any way excuse those of us who minister in the west from the imperative of mission. Mission is not an option; it is a command. We have to trust that God will enable his mission to happen in this land. However, lack of resources – people and money – hinder any sort of mission activity in a region where the scenario is that of medium to large groupings or unions of parishes with barely enough clergy and lay leaders to maintain them. It is a catch 22 situation in which the growth and activity which would attract and engage the newcomers who have been identified as those most likely to become involved in mission may be beyond the energies of the committed core, even if the vision is there. And so there is the vicious circle of missing out on the revitalising effect that engagement in local mission brings to a church.

The advantage of going down the ‘fresh expressions’ pathway in the west is two-fold: this is a flexible approach to mission that enables, in fact requires, a grass-roots contextual structure; fresh expressions of church may be developed that pick up on particular aspects of culture and religion in the west. Second, because this is now an established missional approach, there are already resources available in the north and elsewhere in the U.K. Any developments at central church level which would enable clergy to be licensed specifically for ‘pioneer’ (mission-focused) ministry (as with the Bishop’s Mission Order in the Church of England) will further assist with the implementation of such a programme. I believe that the establishment of a distinctive diaconal ministry in the Church of Ireland should be an integral part of such a development.

However, in order for such a vision to be realised, there is, first and foremost, the need to encourage and facilitate the discipling that is fundamental to equipping for mission. By its nature, teaching requires small groups. Scattered communities mean a multiplication of these without an accompanying multiplication of people capable of leading and teaching. In addition to more people-resources, there is also the need for in-service training that would equip rectors and potentially lay leaders (as additional people-resources) for a discipling, teaching and enabling role, but also for the task of strategic leadership.

Structural implications

For these things to happen, I see diocesan/parish mission partnerships underwritten by a thorough-going diocesan policy of and commitment to mission as being an urgent necessity. Failure to have a policy that addresses the shrinkage of the western church is in effect to have an unstated default policy that pays lip service to a parochial structure while permitting a trend in the direction of a gathered church, as stronger urban and large town churches attract members from their hinterland, thereby increasing the size of the de-churched areas, and eventually making a parochial structure unviable for most of the diocesan territory. Given scant diocesan resources, policy and implementation may well be best achieved on a regional, rather than diocesan basis. There is undoubtedly commitment to being a missional church at

Commission on Ministry – Report 2009

episcopal level. How to get it to filter down to promote and support local grassroots initiatives is the challenge. Centralised commitment to the planning and resourcing of mission developments is essential, yet I believe that this will be ineffective unless something is done to bridge the yawning gap between central and (in the west, very stretched) diocesan structures which at this point simply cannot consistently reach beyond the maintenance task.

A regional approach in which western dioceses work together to come up with a vision, strategy, and plans and joint resources for mission structures and related deployment is, I suggest, a remedy that may overcome these obstacles. Resource and policy sharing at that intermediate level allows an economy of scale as well as the ability to address regional particularities (issues and problems shared at this macro-local level which are not necessarily the focus or priority of the Church of Ireland as a whole), or simply to deal with things such as continuing ministerial training which seem to be the bridge-too-far for both central educational structures and individual dioceses. In their book, *Church Next*, Eddie Gibbs and Ian Coffey⁸ talk about the ‘plan-do’ strategy that needs to characterise the church of tomorrow if it is to flourish in 21st century society. I believe the time is overdue to both train and prepare and plan and do if the Church of Ireland in the west is to transform itself into the missional church that will both honour its Christian calling and ensure its survival.

December 2008

⁸ Eddie Gibbs and Ian Coffey: *Church Next: Quantum Changes in Christian Ministry*, Inter-Varsity Press, Leicester, 2001;

Church of Ireland Marriage Council – Report 2009
CHURCH OF IRELAND MARRIAGE COUNCIL

REPORT 2009

MEMBERSHIP

Appointed by the House of Bishops

Rt Rev RCA Henderson, Bishop of Tuam

Elected by General Synod

Mrs J Bunting

Mrs H Caird

Mrs D Cromeey

Mrs G Good

Rev BJ Harper

Rev BJ Hayes

Rev FJ McDowell (Chair)

Rev MEE McElhinney

Mrs L Sandes

Mrs O Thorpe (Honorary Secretary)

In attendance

Mrs S Massey

Consultants:

Mrs C Missen and Mrs A McGrath

Executive Summary

The Marriage Council exists to provide a range of services in support of marriage throughout the Church of Ireland. It also considers and responds to developments relevant to marriage.

As a follow-up to last year's General Synod debate on the preliminary findings of the clergy and clergy spouses questionnaire the Council wrote to the Honorary Secretaries suggesting that a Church-wide working group be established to examine the whole issue of tied housing.

As a result Standing Committee is in the process of appointing such a group, which will include a Marriage Council nominee.

On the basis of the questionnaire, the Marriage Council has also organised and facilitated a number of focus groups for clergy and clergy spouses in a range of dioceses. These are intended to draw out more specific issues relating to clergy marriage and family life which might need to be addressed.

The Abstract of the results of the Questionnaire published at last year's General Synod has attracted some academic interest.

As a result of a successful application to the Priorities Fund a clergy training programme *Contemporary Couples* designed and run by the Marriage Council will be launched in Northern Ireland.

The Marriage Council continues to offer Marriage Preparation, Marriage Counselling and Marriage Enrichment advice and programmes, generously funded by the Family Support Agency in the Republic of Ireland.

Church of Ireland Marriage Council – Report 2009

Our website www.marriagematters.ireland.anglican.org receives on average around 500 genuine hits per month. The website is also a means whereby we respond to queries regarding marriage in the Church of Ireland.

A valued member of the Council, Mrs Glynis Good, published a book *When Parents Split* dealing with the enormous difficulties surrounding the impact of marriage breakdown on young people. Although this was not a Marriage Council publication, it is important to highlight the degree of expertise available to the Church.

Preparation, Counselling, Enrichment

The Council retains the services of marriage counsellors who offer;

- One counsellor to one couple marriage preparation (pioneered in Ireland by the Council), subsidised in the Republic of Ireland;
- A full range of counselling for married couples, subsidised in the Republic of Ireland;
- Advice, presentations and programme specially designed for couples entering second marriages;
- Marriage Enrichment Programmes this year specifically targeted towards Mother's Union Groups.

Relationship counselling and marriage preparation have a steady uptake throughout the year. Presentations relating to marriage enrichment have picked up in 2008-09 and other advice or presentations e.g. to rural deaneries or individuals is provided *ad hoc*.

Contemporary Couples

As this report is being prepared for General Synod we have just received news that the Priorities Fund will provide finance for a programme designed to be delivered to groups of clergy in Northern Ireland and highlighting contemporary issues for married people.

This funding should enable the Council to help redress the balance in its provision in Northern Ireland, where it has not been possible to source public funding to match that provided by the Family Support Agency in the Republic of Ireland.

Focus Groups

As a result of the level of response and concern raised by the remarkable feedback we received from our clergy and clergy spouse questionnaire, the Council has organised a number of focus groups around Ireland to probe a little deeper into the joys and concerns of clerical family life.

Although these were groups whose details remain confidential to the Council, we would wish to express our thanks to the relevant Bishops for giving permission to run the groups in their dioceses.

The groups have met in the dioceses of Down and Dromore, Connor, and Cork, Cloyne and Ross. It is planned to convene two further groups in Dublin and probably in Cashel.

The groups were facilitated by Marriage Council members or retained professionals and addressed a common set of issues worked out within the Council.

Church of Ireland Marriage Council – Report 2009

As a small Council of largely volunteer members the planning, preparation and servicing of this exercise has been a major element in our work for this year, and the results of the exercise are reflected in the motion presented at the conclusion of this report.

Also, it cannot be stressed strongly enough that the vast majority of input from both the questionnaire and the focus groups was extremely positive. Clergy and clergy spouses are very aware of the tremendous privileges of ministry to the people of God and of the esteem in which they are often held in parishes. They do not seek material unfair advantages, but have suggested some measures of good practice which might be considered in a Church of the 21st Century.

Similarly, the good practice suggestions are not intended in any way to undermine the traditional role of the ordinary as *pastor paritorum*, but where possible, and with a Bishop's permission, to supplement that role in support of this key human resource in the ministry.

One of the glories of the Church of Ireland (and of Anglicanism in general) is its diversity and range of local colour. However, that can have a negative side also, where areas of responsibility are vague and where diocesan and parochial autonomy can lead to isolation. In the case of clergy and their spouses tensions at work will often affect family life to an inordinate degree.

Perhaps there is nothing more helpful to any profession than a high degree of clarity about working practices and objectives. These are very difficult to define in any but the most general way in vastly varying parochial situations. In such an environment some clarity about support structures becomes immensely valuable.

This is particularly the case in the Church of Ireland where we have no professional central, diocesan, or parochial human resources facility.

To help move towards these aims we would wish to commend the following best practice suggestions to General Synod:

- As in the Methodist Church, two fixed weekends per annum to be identified where cover is provided, as a matter of course. Clergy as in the past to organise their own cover for summer holidays;
- A clear set of guidelines issued to parishes (not just Select Vestries) about the duties and expectations of parish clergy;
- At the very outset of ministerial formation, that proper pastoral care be given in the shape of access to independent relationship counsellors and adequate provision for spouses and children to live with ordinands, where that is desired;
- That it be made clear that in most circumstances there should be no clash of priorities between the vocation of orders and the vocation of marriage;
- A fresh look at the funding and purpose of sabbaticals on a Church-wide basis, incorporating regular revision;
- That clergy are provided with suitable time-management training at regular intervals;
- That dioceses have in place structured ways to prevent undue clergy isolation.

Motion

That the General Synod takes seriously the impact of ministry on clergy marriages and family life and encourages the Marriage Council to develop methods of support.

Church of Ireland Marriage Council – Report 2009

THE CHURCH'S MINISTRY OF HEALING IN IRELAND

REPORT 2009

Patrons

The Archbishops and Bishops of the Church of Ireland

Executive Committee.

Rev Baden Stanley (Chairman)
Mrs Valerie Swanwick (Vice Chair)
Rev Alan Parkhill (Armagh)
Rev Maurice Armstrong (Clogher)
Rev Nigel Baylor (Connor)
Rev George Beattie (Connor)
Rev Canon Paul Willoughby (Cork)
Rev Canon John Clarke (Dublin & Glendalough)
Mrs Avril Gillatt (Dublin & Glendalough) (Supplementalist)
Rev Canon David Brown (Down & Dromore)
Mrs Iris Hunter (Down & Dromore) (Supplementalist)
Mr Terry McNeilly (Down & Dromore)
Rev Kathy Trimby – Tuam, Killala, Achonry
Mr Richard Graves (Hon Treasurer)
Miss Hilda Bleakley (Hon Secretary)
Co-opted Rev Gordon Freeman (Connor)
Ven W John Scott (Down & Dromore)

Director - Vacant

Deputy Director Rev Dr Patricia Mollan

Training & Resources Advisor (South) Rev Susan Watterson

OBJECTIVES FOR THE YEAR AHEAD

- Continue serving people in need through the healing, counselling, deliverance and prayer ministry
- Clarify and implement new form of governance of Church's Ministry of Healing (CMH)
- Launch and begin to implement strategic plan for serving the Church

INTRODUCTION

Right across the Church of Ireland the Ministry of Healing has continued to serve individuals, families, Healer Prayer Unions (HPUs), parishes and dioceses. From small rural HPUs faithfully standing in the gap on behalf of the sick, the troubled, and the dying to the continued growth of our counselling ministry in the Mount Help Centre in Belfast; from occasional services of healing to weekly services with the laying on of hands in Dublin, Downpatrick, Belfast, Raphoe and many other centres; from Cathedrals to sitting

Church's Ministry of Healing – Report 2009

rooms; from pastoral support to seminars on suicide; from training courses to Quiet days; we continue to focus on ministering to people wherever their need is greatest.

DEVELOPING A STRATEGIC PLAN

In the past twelve months we have been able to review our vision and develop a clear strategic plan that will help us to support the ministry in a sustainable way right across the Church that we serve. This process has been an exciting and humbling experience. It is exciting because God has been revealing a new way to serve the Church in her mission to preach, teach and heal it is humbling because we have become aware again of the reality that Christ is the only healer, and that the resurrection of Jesus is the greatest act of healing of all.

While we continue to be a work in progress our commitment continues to provide service and ministry to the very highest standards of excellence and professionalism. We have rooted our future in the following vision statement:

“Empowered and blessed by God, and compelled by the love of God, we are passionately committed to serve and support the Church in her mission to preach, teach and heal so that lives are transformed in body, mind and spirit, to the glory of God”

When the Synod meets in May members will receive a summary of our Vision, the principles which underscore that Vision, our Position Statement, Objectives and Strategy. It should be noted that we are currently meeting with our patrons to review this plan and ensure it contains a clear understanding of where we are and of where we believe God is leading us.

NEW STRUCTURES OF GOVERNANCE

The process towards this strategic plan has been greatly helped by Mr Clifford McSpadden who has enabled us to identify, clarify and prayerfully consider the way forward. In some ways this process has been just the beginning and the greater challenge will be to ensure the plan is implemented over the coming three to five years. We envisage that CMH will look very different in five years time, while retaining our heart for healing and service. This year will see the completion of our move from current structures to a company limited by guarantee. This change in governance is necessary to better support the ministry that occurs across CMH. While ministry matters will be the main priority of our Pastoral Council (made up of 12 Diocesan Advisors, and those providing specialist ministry support), the Board of CMH will be responsible for governance, administration and strategy. We are currently reviewing how the Mount Help Centre (our counselling service) can best be enabled to continue its steady growth and development.

MEETING THE NEEDS OF THOSE WE SERVE

The counselling ministry is particularly important at a time of great change in the society we serve and in the myriad of challenges and problems people encounter daily that they feel painfully unable to cope with. We gratefully acknowledge the work of Rev Dr Pat Mollan who, as well as coordinating CMH activities in the north, also works tirelessly in

Church's Ministry of Healing – Report 2009

the development of the counselling ministry. She is ably supported by a team of counsellors, supervisors, intercessors and others ensuring this vital ministry is sustainable and accountable. The late Professor Malcolm Brown was a great support to Dr Mollan and the team, serving as triage-manager, counsellor and friend in his wonderful gentle way.

Training and resourcing continues to be a vital part of our journey forward. Rev Sue Watterson has continued in this work from her base in Killarney serving both the Diocese of Limerick, Killaloe and Ardfert, and the Church of Ireland in the south. Rev Sue Watterson has been developing the next course for CMH, *Health & Healing*, which will be launched soon.

More details of all this can be found on our website healing.ireland.anglican.org, which we continue to update regularly.

CONCLUSION

The road ahead for CMH is much clearer than in recent years. We exist to serve the Church at a local and churchwide level. We are ready to support the Church of Ireland as we all seek to fulfill Christ's commission that we should preach, teach, heal, deliver and cleanse ... To God be the Glory.

Church's Ministry of Healing – Report 2009

The Parochial & Diocesan Contributions from each Diocese are given hereunder for the year ending 31 December 2008

	%	<u>£Stg</u>	2008	<u>Euro</u>
Armagh		2,300		350
Cashel & Ossory				1,104
Clogher		1,830		525
Cork, Cloyne, Ross				1,025
Connor		5,575		
Derry & Raphoe		1,650		150
Down & Dromore		6,972		
Tuam, Killala & Achonry				100
Dublin & Glendalough				10,706
Kilmore, Elphin & Ardagh				300
Limerick, Ardfert & Killaloe				494
Meath & Kildare				1,650
	TOTAL	18,327		16,404

**CHURCH OF IRELAND BOARD FOR SOCIAL ACTION
REPORT TO GENERAL SYNOD MAY 2009**

Membership of the Board

Rev Canon GF Anderson	Rev MH Hagan
Rev Canon Dr JPO Barry	Most Rev AET Harper (Chairman)
Mr D Brown	Mrs H Livingston
Mrs J Bunting	Dr J McGaffin (Vice Chairman)
Mrs H Campbell	Very Rev PW Rooke
Mr AD Canning	Mr R Stinson (Hon Secretary)
Dr J Evans	Capt Colin Taylor
Rev MRK Ferry	Very Rev RC Thompson
Mr G Glenn (Hon Treasurer)	Dr J Turner
Mr G Graham	

Staff

Mrs M Giff	Social Worker
Mrs P Gilbert	Senior Social Work Practitioner
Mrs L Graham	Senior Social Work Practitioner
Mrs G McCluskey	Senior Social Work Practitioner
Mr I Slaine	Chief Executive
Mrs M Walker	Administrator

The Staff of the Board for Social Action would like to take this opportunity to thank Mrs June Bunting for her help during 2008. Mrs Bunting has been volunteering as a receptionist for the Board and her input is both welcomed and valued.

Objectives for the coming year

The Board for Social Action (NI), along with the Church of Ireland Board for Social Responsibility (RI) and the Church in Society Committee, intends to review its roles and objectives, with the intention to bring the bodies together to build on the social work, programmes of social action and social outreach of the Church of Ireland across Ireland.

- To raise awareness of the programme of social action of the Church of Ireland and the newly proposed body.
- To produce a Church of Ireland response to/guide on “The Credit Crunch – Advice/Guidance” in association with other church, voluntary and statutory organisations.
- To seek guidance from Church of Ireland members and other Church of Ireland organisations on potential priorities with regard to the programme of social action.
- To establish Service Level Agreements with Social Services Trusts to allow for increased income and to maintain service provision.
- To carry out a service evaluation amongst users of our Adoption and Fertility Counselling Services.

Summary of Report

- **“A Year of Change”**
Board Membership, Accommodation, Services and Name to that of the Board for Social Action
- **Funding**
A multiplicity of funders and the need for the same to maintain services
- **Adoption Routes**
An overview of services
- **Fertility Counselling Service NI**
An overview of services – demands on staff
- **Financial Support to Families and Individuals in Need**
A breakdown on this service
- **Services to the Adult Deaf, Hearing Impaired and Disabled**
Ongoing service provision and membership of the Disability Committee of the Church of Ireland
- **Child Contact Centres**
End of involvement of the Chief Executive in the Central Belfast Child Contact Centre
- **Problematic Drug and Alcohol Use**
Developing and piloting a training course in the Diocese of Derry and Raphoe to be rolled out across Ireland.
- **Inter Church Addiction Project**
A residential and after care unit for young people

Introduction – “A Year of Change”

“A Year of Change” is a way of summing up the life of the Board for Social Action (NI) in 2008. Change can be an opportunity to move on and develop and Board members and staff have used 2008 in this way.

The main changes were:

- January 2008** A move of office to designed-for-purpose accommodation in Heron Road, Belfast
- February 2008** A re-branding of the *Adoption Service* to *Adoption Routes*. The name places adoption to the fore and makes the agency more readily accessible to potential beneficiaries of its services. The adoption agency continues to operate with a Christian ethos.
- March 2008** Re-branding of the *Fertility Counselling Service* to *Fertility Counselling Service(NI)*. This is a reflection of our position as the lead provider of counselling in this specialist area, plus, that the Counselling Service has a Northern Ireland wide remit.
- May 2008** Acceptance of the proposal at the Church of Ireland General Synod that the Church of Ireland Board for Social Responsibility becomes

Board for Social Action (NI) – Report 2009

the Board for Social Action (NI). This name change recognises that the Church needs to be proactive in the area of social concern and outreach.

November 2008 The opening of dialogue between the Board For Social Action (NI), the Board for Social Responsibility (RI) and the Church in Society Committee on how social outreach can be streamlined and carried out effectively to benefit church members and those outside the church. This process is ongoing and it is hoped to present proposals to the Church of Ireland General Synod in May 2009.

Funding

The Board is involved in a range of social work and social outreach activities. Consequently funding is obtained from a range of sources. It is imperative that the Board maintains funding from existing funders and obtains new funders. Funders include:

- The Department of Health, Social Services & Public Safety
- Health & Social Services Trusts (for services provided.)
- Central Church
- Dioceses
- Parishes
- The Dean of Belfast's Christmas Sit Out Appeal
- BBC Children in Need Appeal
- The Lloyds TSB Foundation
- Donations from Service Users

The Department of Health, Social Services & Public Safety Core Grant only meets the cost of our Adoption and Fertility Counselling Services. This core funding cannot be used in our social outreach work.

Payments from Health & Social Services Trusts are for professional services provided. Again these cannot be used for other aspects of our work.

Changes in the outside world impact upon the finances of the Board. These include government grants, trusts willing to enter into service level agreements, and parishes having parishioners able to give to our work via donations. Income also needs to be weighed against a change in base with the stand alone costs – some of which were previously shared with other tenants in Church of Ireland House in Belfast.

The economic realities of and the good governance associated with the social work and social outreach of the Board, are always high on the agenda.

Adoption Routes

Adoption Routes is a name which places adoption to the fore and makes clear adoption has a number of routes or points of entry e.g. the desire to adopt. As such, *Adoption Routes* remains involved in a range of adoption activities. These include:

- Pre-adoption counselling
- Recruitment, training and assessment of prospective adopters
- Placement of children for adoption with birth parent consent or by arrangement with the courts following Social Services intervention
- Adoption placement support
- Post adoption services, including access to birth records for adult adoptees
- Independent adoption counselling for birth parents who have had children removed via the court process and are subsequently being placed for adoption
- Adoption assessments on behalf of Social Services
- Membership of statutory adoption panels.

Adoption Routes provides a service which is complementary to and an alternative to that provided by statutory Social Services.

Adoption Routes promotes a service which is non-bureaucratic, user-centred, flexible, innovative and with a Christian ethos as its basis for operation.

The Fertility Counselling Service (NI)

The Fertility Counselling Service (NI) is the lead provider of fertility counselling services across Northern Ireland.

The service is provided from our Belfast base, at the Regional Fertility Centre of the Royal Jubilee Maternity Unit and an office is rented on an 'as required' basis in Cookstown.

The service remains an ongoing challenge from a professional and ethical point of view for the professionally trained counsellors of the *Fertility Counselling Service (NI)*. Counsellors are dealing with people at a point of great emotional need and distress. One in six couples has difficulty in conceiving a child and may seek fertility treatment as a result.

In 2008, the *Fertility Counselling Service (NI)* counselling personnel were instrumental in forming the Irish Fertility Counselling Association. This brings together fertility counsellors from across Ireland and is a source of sharing professional expertise and a source of mutual support.

2008 proved a frustrating year for the *Fertility Counselling Service (NI)* as it attempted to negotiate with its main funder to develop a service level agreement. This process, it is anticipated, will be completed by the 2009/10 financial year, providing additional income and the stability of a three-year contract.

For more information on this service please check our web site www.fertility-counselling.org

Social Outreach

Financial Assistance to Families and Individuals in Need

Although it is a small part of the work of the Board, this service directly benefits many families and individuals. It is a way for a rector/parish to show to a family that the Church cares. In 2008, the amount of £6,585 was paid out in this way. Of this £6,330 went to families with children.

This service is dependent upon funding from the BBC Children in Need, the Church of Ireland Orphans' and Children's Society for Counties Antrim and Down, as well as the use of parish/diocese 'free fund' contributions.

A further expression of the Board's support to families is the Christmas Toy Appeal. The 2008 Appeal, in spite of the looming credit crunch, was the best ever with large numbers of high quality toys being received from parishes across the northern dioceses of the Church. The toys were distributed via a range of bodies including Social Services, the Probation Board for Northern Ireland, Women's Aid and Church of Ireland parishes.

Services to the Adult Deaf, Hearing Impaired and Disabled

The Board provides management support and supervision to Rev Canon Dr W Murphy who carries out pastoral duties to the adult deaf and hearing impaired in the Church of Ireland in Northern Ireland. This service is funded through investments managed by the Church of Ireland Trustees on behalf of the former Church of Ireland Mission to the Adult Deaf.

Dr Murphy provides pastoral support to a number of individuals affected by deafness from across Northern Ireland. In addition, Dr Murphy provides services to the deaf at the Kinghan Church in Botanic Avenue, Belfast following the closure of the church in Wilton House, Belfast.

The Board is proactively seeking support from the church at a range of levels, towards developing work among the deaf as well as among other people with a disability within (and without) the Church of Ireland.

Dr J McGaffin and Rev Canon Dr W Murphy are members of the Working Group on Disability. The Board's Chief Executive resigned from the committee in 2008 due to other work commitments.

Child Contact Centres

Again, due to work commitments the Board's Chief Executive, with much regret, resigned from the Management Committee of the Central Belfast Child Contact Centre in 2008.

The Board continues to encourage Church of Ireland parishes to develop such centres, with special emphasis on the need for such a centre in the Diocese of Clogher.

Problematic Drug and Alcohol Use

The Board is involved in this area of work in two ways. The first is an internal working group. This group is involved in promoting the Board's strategy for the Church on drug and alcohol use.

This working group is also developing a pilot training course for clergy on problematic drug and alcohol use. This course will be piloted in the Diocese of Derry and Raphoe in the first instance. Following this pilot scheme, and refining of the same, based on an evaluation, the course will be made available across all dioceses in Ireland.

The Board is also involved in the Inter Church Addiction Project – see link via the Church of Ireland web site.

The second area of Board involvement in the area of problematic drug and alcohol use is through the Inter Church Addiction Project, which is investigating the potential funding and development of a residential and after-care unit for young people affected by problematic drug and alcohol use.

Board for Social Action (NI) – Report 2009

Appendix I

Financial Section of Board for Social Action (NI) Report to General Synod May 2009

Revenue Statement for the Year Ended 31 March 2008

(being an extract from the latest audited accounts)

	2008		2007	
	£	%	£	%
INCOME				
Donations & Subscriptions				
Dioceses				
Armagh	2,355		1,325	
Clogher	2,500		950	
Connor	4,276		3,310	
Derry and Raphoe	2,145		2,640	
Down and Dromore	5,385		4,615	
	<u>16,661</u>		<u>12,840</u>	
Church of Ireland Priorities Fund	-		6,000	
Dean of Belfast's Christmas Sit Out (Fertility Counselling Work & Adoption Work)	3,000		2,000	
Other Includes anonymous Orphans and Children	2,358		7,806	
RCB Allocations	2,500			
RCB Drugs and Alcohol	40,020			
	<u>10,000</u>			
	<u>74,539</u>	30.0%	<u>28,646</u>	13.3%
For Services Provided				
Social Work in Fertility Counselling and Adoption Work	77,180		80,244	
Church of Ireland Mission to the Deaf	10,915		13,065	
	<u>88,095</u>	35.4%	<u>93,309</u>	43.2%
Investments and Cash Deposit Funds	3,957	1.6%	8,002	3.7%
Grants From				
Department of Health, Social Services And Public Safety:	82,054	33.0%	70,754	32.8%

Board for Social Action (NI) – Report 2009

	2008		2007	
	£	%	£	%
INCOME continued				
Charitable Disbursement				
BBC Children in Need	-		11,000	
Protestant Orphan Society (for Counties Antrim & Down)	-		4,000	
	-		15,000	7.0%
Total Income	<u>£248,645</u>	100%	<u>£215,711</u>	100%
INCOME b/f				
	248,645	100%	215,711	100%
Expenditure				
Operating				
Staff Emoluments	190,306	76.5%	174,907	81.1%
Other Expenses	40,338	16.2%	59,359	27.5%
Accommodation including services	17,622	7.1%	13,742	6.4%
Miscellaneous	745	0.3%	162	0.0%
Total	249,011	100.1%	248,170	115.0%
Charitable Disbursements	5,498	2.2%	6,702	3.1%
Total Expenditure	<u>£254,509</u>	102.3%	<u>£254,872</u>	118.11%
(DEFICIT) for year	£(5,863)	2.3%	£(39,161)	18.1%

Copies of the statutory accounts along with supporting schedules are available on request at the Board's office.

Board for Social Responsibility (RI) – Report 2009

BOARD FOR SOCIAL RESPONSIBILITY (RI)

REPORT 2009

MEMBERSHIP

Chairperson: Rev Canon David Catterall
Hon Secretary: Mrs Beryl Kinsela

Mrs Ann Craig	Miss Vivienne Darling
Rev Canon Nancy Gillespie (resigned Feb 2008)	Cllr Leonard Hatrick
Mr Walter Pringle	Mrs Freda Stewart-Maunder (retired Dec 2008)
Mrs Mary Thomson (resigned Oct 2008)	Mr George Glenn (BSR-NI)

SUMMARY

Following General Synod 2008, the Standing Committee began a process of creating a new body which will combine the work of three existing bodies to adequately meet the needs of the Church of Ireland when dealing with issues of societal importance. The proposals envisage a new board that will reflect theologically and then go on to provide strategies and structures to promote action by the Church of Ireland at national and local levels. The members of this Board have enthusiastically participated in this project with members of the Board for Social Action (NI) and the Church in Society Committee. There has been no other significant activity by the Board during the year.

MEMBERSHIP

During the year two members resigned due to pressure of other commitments. To Rev Canon Nancy Gillespie and Mrs Mary Thomson, as to Rev Canon Des Sinnamon from a previous year, we offer thanks for their insights and support.

It was with regret that the Board noted the retirement of Mrs Freda Stewart-Maunder who had been a long standing member representing the Diocese of Raphoe. Mrs F Stewart-Maunder had a passionate concern about standards and inequalities in the delivery of services. Her commitment and contribution to the Board was very much valued.