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CHURCH OF IRELAND
THE REPRESENTATIVE CHURCH BODY
REPORT 2010

The Representative Church Body – Report 2010

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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

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Church Avenue
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Email office@rcbdub.org
Website www.rcb.ireland.anglican.org

Library

Braemor Park
Churchtown
Dublin 14

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

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

The Representative Body is composed of the following sixty members. The recorded attendance of each at the four meetings of the Representative Body held during the year 2009 is denoted by the figure placed before each name.

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

- 3 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
- 4 Most Rev RL Clarke, Bishop of Meath and Kildare
Bishop's House, Moyglare, Maynooth, Co Kildare
- 3 Right Rev MGStA Jackson, Bishop of Clogher
The See House, Fivemiletown, Co Tyrone BT75 0QP
- 4 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
- 2 Rt Rev AF Abernethy, Bishop of Connor
Bishop's House, 113 Upper Road, Greenisland, Carrickfergus, Co Antrim BT38 8RR
- 2 Right Rev KH Clarke, Bishop of Kilmore
48 Carrickfern, Cavan
- 2 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
- 4 Right Rev WP Colton, Bishop of Cork, Cloyne and Ross
The Palace, Bishop Street, Cork
- 1 Right Rev TR Williams, Bishop of Limerick and Killaloe
Rien Roe, Adare, Co Limerick

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B Elected members (36)

Every member elected, except to a casual vacancy, must retire from office on the first day of the third Ordinary Session of the Diocesan Synod after that member's election (Constitution 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	0	Ven RG Hoey, The Rectory, 2 Maytown Road, Bessbrook, Co Down BT35 7LY (2012)
	2	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 (2012)
	2	Mr JWC Allen, Aughnahinch, Newtownbutler, Co Fermanagh (2010)
	4	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)
	1	Mr RA Pollock, 77 Edenderry Road, Omagh, Co Tyrone BT79 0NP (2012)*
	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 (2012)
	3	Mr TA Wilson, 11 Ballymoney Road, Banbridge, Co Down BT32 4DS (2010)
	2	Mr WL Dermott, 3 Ashdene Grange, Comber, Newtownards, Co Down BT23 5SL (2011)
Connor	2	Rev Canon JO Mann, St John's Rectory, 86 Maryville Park, Belfast BT9 6LQ (2012)
	1	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	4	Ven GTW Davison, The Rectory, Cloghan, Derrylin, Enniskillen BT92 9LD, Co Fermanagh (2011)
	4	Miss M Cunningham, Clonatumpher, Florencecourt, Enniskillen, Co Fermanagh BT92 1BA (2012)
	4	Mr AC McElhinney, 10 Taughrane Heights, Dollingstown, Craigavon, Co Armagh BT66 7RS (2010)
Tuam, Killala and Achonry	3	Very Rev AJ Grimason, The Deanery, Deanery Place, Cong, Co Mayo (2011)
	1	Prof P Johnston, Luimnagh West, Corrandulla, Co Galway (2012)†
	3	Mr B Bradish, Frenchfort, Oranmore, Co Galway (2010)

* in place of Mr JHD Livingston (retired 2009)

† in place of Mrs A Walton (retired 2009)

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Dublin and Glendalough	4	Ven DA Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2012)
	4	Mr RS Neill, Killegar Park, Enniskerry, Co Wicklow (2010)
	3	Mr DG Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2011)
Meath and Kildare	4	Rev LTC Stevenson, The Rectory, Portarlinton, Co Laois (2012)
	3	Mr RF Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2010)
	4	Mr D Gillespie, Griffinstown, Dunlavin, Co Wicklow (2011)
Cashel and Ossory	2	Very Rev LDA Forrest, The Deanery, Ferns, Enniscorthy, Co Wexford (2011)
	3	Mr PC Clifton-Brown, Ballinamona House, Cashel, Co Tipperary (2012)
	4	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 (2012)
	2	Mr JE Stanley, Scart House, Belgooly, Co Cork (2010)
Limerick and Killaloe	4	Ven R Warren, St John's Rectory, Ashe Street, Tralee, Co Kerry (2011)
	3	Mrs LM Gleasure, Phoenix Farm, Kilflynn, Tralee, Co Kerry (2012)
	3	Mr RW Benson, Templehollow, Killaloe, Co Clare (2010)

C Co-opted Members (12)

4	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 (2012)*
3	Mr TB McCormick, 24 Dartmouth Walk, Dublin 6 (2011)
4	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 (2012)*
3	Mr HJ Saville, 22 Church Road, Boardmills, Lisburn BT27 6UP (2012)*
0	Mr DAC Smith, Knockleigha, Shaw's Bridge, Co Down BT8 8JS (2012)*
4	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 (2012)

The following co-opted members retire in May 2010:

Mr TH Forsyth
Mrs JM Peters
Mr MJT Webb

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

* Eligible to attend 3 meetings maximum due to retirement as co-opted member prior to May meeting (re-elected May 2009)

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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 2009 and record of attendances are given below.

EXECUTIVE COMMITTEE

(7 meetings)

Mr S Gamble (6)
(Chair)



Mr Sydney Gamble

Most Rev AET Harper	(6)	Rev AJ Forster	(6)
Most Rev JRW Neill	(7)	Ven CT Pringle	(6)
Most Rev RL Clarke	(4)	Ven REB White	(7)
Mr GC Richards	(7)	Mr TH Forsyth	(7)
Mr RS Neill	(7)	Mr LJW MacCann SC	(3)
Mr RH Kay	(6)	Mr DG Perrin	(6)
Mr HJ Saville	(7)	Mr MJT Webb	(6)

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

The Archbishops and the Chairpersons of the Allocations, Investment, Property and Stipends Committees are *ex officio* members of the Executive Committee. Mr 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.”

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Mr Graham Richards

ALLOCATIONS COMMITTEE

(3 meetings)

Mr GC Richards (3)
(Chair)

Rev AJ Forster	(3)	Mr W Oliver*	(2)
Most Rev AET Harper	(2)	Mr JE Stanley	(3)

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



Mr Robert Neill

INVESTMENT COMMITTEE

(8 meetings)

Mr RS Neill (8)
(Chair)

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

The function of the Investment Committee is to oversee the invested funds of the Representative Body and other funds held in trust, to monitor portfolio and investment management performance, to maintain an appropriate level of reserves, to formulate lending policies and approve parochial and glebe loan applications, to advise 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 WL Dermott (retired 2009)

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PROPERTY COMMITTEE

(5 meetings)

Mr RH Kay (3)
(Chair)



Mr Robert Kay

Mr JWC Allen	(4)	Very Rev LDA Forrest	(5)
Mr PC Clifton-Brown	(4)	Mrs J Leighton	(4)
Mr RF Colton	(4)	Ven DS McLean	(5)
Miss M Cunningham*	(1)	Mr JK Roberts	(5)

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

(4 meetings)

Mr HJ Saville (4)
(Chair)



Mr Henry Saville

Mr RW Benson	(4)	Mr AC McElhinney	(4)
Rt Rev WP Colton	(4)	Ven DS McLean	(3)
Mrs L Gleasure	(4)	Mr DG Perrin	(2)
Mrs J Leighton	(2)	Ven DA Pierpoint [†]	(1)

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

* in place of Mr JHD Livingston (retired 2009)

† in place of Ven CT Pringle (retired 2009)

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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	(1)
Advisory Members	–	Mrs V Coghlan	(1)
		– Rev Dr MJ Elliott	(2)
		– Rev Dr CA Empey	(3)
		– 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	(1)
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.

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AUDIT COMMITTEE

(3 meetings)

Mr RS Neill (3)
(Chair)



Mr Robert Neill

Mr RW Benson
Mr W Oliver

(3)
(3)

Mr HJ Saville

(3)

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

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

Last year's report indicated that the Revenue Account for 2009 would continue to reflect further reducing levels of income. This has been the case and results for 2009 show a very significant negative turnaround in the financial affairs of the Representative Body.

Income had dropped by €2m or 25% and despite significant reductions achieved in charges for allocations and operating costs a deficit of €750k in 2009 has replaced the surplus of €614k for the prior year.

The most worrying aspect of this turnaround is that best estimates indicate the level of income in 2010 is unlikely to show much improvement, with the prospect of little rapid improvement in 2011.

As a consequence the strategic process of meeting over immediate years the challenge of attempting to balance income with expenditure has to continue but with additional drive and determination by all concerned.

Allocations Reserves stand at some €4m but will rapidly diminish if this trend of annual deficits is permitted to continue.

Cash reserves have had to be utilised to fund the successful refurbishment project undertaken at the Theological Institute.

The 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 requires focused strategic planning. Unfortunately however the need is now to include in these plans provision for cutbacks in financial support the RCB gives by way of allocation towards many of these activities. It will also necessitate achieving further reductions in operating costs with consequent reduction in levels of services available from Church House.

The downturn in income from investments also has its effect on the levels of distributions from both the R of I and NI Unit Trusts. This places an additional strain on the financing capabilities of Parishes and Dioceses.

Capital values at some €448m as shown on the Balance Sheet indicate a small increase over last year, however they are still far from their 2007 level of €750m.

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Part of these capital values have a significance in terms of required funding levels for the Clergy Pensions Fund of which the Representative Body currently acts as Trustee.

In light of the September 2009 Triennial Actuarial Valuation of the Clergy Pensions Fund, which indicates a deficit of some €43m, a revised Funding Proposal designed to restore the solvency of the Fund over a 10 year period has been adopted by the RCB.

This proposal involves significant legislation for Synod approval which incorporates amongst other items proposed changes (in Chapter XIV of the Constitution) to rates of annual pension contributions and new definitions including that of Pensionable Stipend.

The proposal also involves the Representative Body committing to make special capital contributions of €5m annually to the Fund over a period of five years.

This legislation also includes proposals arising in relation to a new trustee structure for the Fund which should ensure conformity with current pension legislation in the Republic of Ireland.

OPERATING AND FINANCIAL REVIEW 2009

The accounts of the Representative Church Body commence on page 49.

• Commentary

- A) The Revenue Account is shown on page 57 of the Book of Reports and is summarised below:

<i>Revenue Account summary</i>	2009 €'000	2008 €'000
Income	6,166	8,170
Operating costs	2,543	2,684
	<hr/>	<hr/>
	3,623	5,486
Staff pension scheme net finance income/(expense)	170	(133)
	<hr/>	<hr/>
Surplus for the year	3,453	5,619
Allocations net of prior year unexpended	(4,204)	(5,005)
	<hr/>	<hr/>
(Deficit)/surplus after allocations	(751)	614
	<hr/>	<hr/>

- (i) Outturn for the year

A surplus after allocations for 2008 of €614,000 has been replaced by a deficit for the 2009 financial year amounting to €751,000, a deterioration of €1.365m. This outcome would have been considerably worse without contributions from the Stipends Fund and the Royalties Fund, to subvent the cost of allocations, efforts by Church House staff which reduced

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administrative costs, and also by the Standing Committee to reduce the allocations requirement for 2010. These efforts between them reduced the potential deficit by around €600,000, and without them the deficit for the year would have been in the region of €1.35m.

(ii) Income

As indicated in the report accompanying the 2008 accounts, the dramatic fall in corporate dividends starting in 2008 had a small impact on the earnings of the RCB in that year, but led to a slump in investment income and interest earned contributing to an overall decline of over €2m expressed in euro in 2009. Investment income fell to €5.629m (2008 - €7.047m), a percentage fall of 25.2%. Interest earned fell even further, as a result of the combination of very low interest rates available for corporate and institutional deposits (particularly with secure deposit takers), the opportunity being taken to re-invest cash held into reduced priced assets, and the impact of the cash expenditure on the refurbishment of the Theological Institute and the full year effect of cash expenditure on the purchase of a replacement house for the Director of the Theological Institute.

The outlook for investment income growth at this point appears at best to be uncertain, and at worst to be unlikely to be robust for some years to come.

Appendix A (page 74) shows charts illustrating the sources and application of all the income and expenditure managed by the Representative Body, including trust incomes and disbursements.

(iii) Operating expenditures

The detail of operating expenses is shown on page 68 (note 10) of the Book of Reports. Detail of financial and professional costs is shown in the Revenue Account on page 57.

Administration costs have been reduced by €285,000. Of this €192,000 relates to reductions enabled by a combination of voluntary salary saving actions by staff, and strict overhead discipline. The balance is a technical adjustment required by pensions accounting standards.

Costs recovered though the recharge of fund management and support services to the wider church are reduced by €196,000. Fund management fees are based on the value of income and assets being managed, and reflect financial market decline.

The travel cost reimbursements claimed by members of central committees showed a fall of €19,000 (15.3%), against the same costs in 2008.

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B) Balance Sheet

The net assets shown in the Balance Sheet (page 58) 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 61) and belong to parishes, dioceses and sundry Church of Ireland trusts.

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

<i>Balance Sheet summary</i>	2009 €'000	2008 €'000
General funds	146,336	125,054
Pension funds	96,957	79,751
Other trust funds	204,566	180,994
Balance sheet total	<u>447,859</u>	<u>385,799</u>

The increase in balance sheet values across all three funds reflects the strong increase in market values in the latter part of 2009, offset by the outflow of cash as it was utilised by parishes. The euro denominated value of the balance sheet has increased by €62m, or 16.1%, over the euro denominated value in 2008.

The value of assets invested for general funds and specific trusts increased by 19.7% compared to the 43% slump in value in 2008.

The staff pension scheme deficit, as measured by the actuary at year end, based on the financial reporting standards, reduced by €1.4m as asset values increased.

• **Allocations** (page 57)

Allocations for 2010 are charged against income in 2009 and amount to €4.542m (2009 - €5.301m). This net cost of allocations has been relieved by subventions from the Stipends Fund of €200,000 (2009 - €75,000) and from the Royalties Fund of €75,000 (2009 - €nil). These have been offset respectively against the costs of training for the ordained ministry and the costs of General Synod and the Standing Committee.

The schedule shows a reduction of 14.3% in euro terms. Without the additional subvention of €200,000 from other funds, as noted above, the reduction would have been 10.5%.

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This charge to the revenue account is affected by the exchange rate of sterling against the euro. The sterling allocation provision for 2010 of £1.359m (2009 - £1.655m) is translated to a euro value of €1.530m, against a euro cost at the exchange rate for the previous year which would have been €1.462m, an additional book cost in translation of €0.068m. The net cost for euro allocations is €3.012m (2009 - €3.563m).

- **Reserves (page 65)**

The allocations reserve is maintained to provide protection against the possibility of being unable to meet commitments for a particular year. The net cost of allocations for 2010 and unexpended allocations for 2009 amounted to €4.204m, which exceeded the surplus of income over expenditure by €751,000. After a transfer of income relating to the staff pension reserve, an amount of €753,000 was required to be transferred from reserves to meet the allocations commitment for 2010. At the year end the value of the allocations reserve expressed in euro was €4.116m which represents 85.4 % of the gross euro denominated provision for allocations as shown in the Balance Sheet (2009 – 85.2%).

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 2009, the scheme remained in deficit, but the amount of the deficit had reduced from €3.699m to €2.252m. This deficit is shown as a long term liability in the Balance Sheet, and reduces the overall value of reserves.

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

- **Currency translation rates**

Year end sterling balances have been translated into euro a rate of €1 = £0.8881 or £1 = €1.1260 (2008: €1 = £0.9525 or £1 = €1.0499).

ALLOCATIONS CHARGED AGAINST THE REVENUE ACCOUNT FOR 2009

- The total cost of commitments for 2010, charged against the revenue account for 2009, amounts to €3,012,068 (2009 - €3,562,721) and £1,358,707 (2008 - £1,655,289), showing a euro decrease of 15.5% and a sterling decrease of 17.9% respectively over the previous year. The total for euro allocations is reduced by additional subventions of €200,000 from other funds, and without these would have shown a decrease of 9.8% year on year.
- The liability in the Balance Sheet at €4.817m is the gross amount required to cover expected allocations needs and is greater than the charge to the revenue account by reason of the subventions noted above of €75,000 from the Royalties Fund and €200,000 from the Stipends Fund which have been applied against the costs of General Synod and 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.

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	2010		2009		2010		2009	
	€	%	€	%	£	%	£	%
GROUP A								
Episcopal Stipends and Expenses	1,105,922		1,152,472		546,085		700,977	
<i>less</i> Episcopal Levy	(385,298)		(385,298)		(355,238)		(357,992)	
	<u>720,624</u>		<u>767,174</u>		<u>190,847</u>		<u>342,985</u>	
Deans of Residences/University Chaplains	88,366		87,939		119,882		119,390	
Queen's University, Belfast, Bursar	-		-		14,085		14,121	
C of I in Queen's University, Belfast	-		-		2,000		2,000	
C of I in Trinity College, Dublin	3,000		3,000		-		-	
Clerical Relief - Children's Allowances	37,000		52,000		41,500		36,000	
- Discretionary Grants	4,000		2,000		3,000		1,500	
Stipends Related Costs	21,749		22,794		-		-	
St Patrick's Cathedral, Dublin	1,000		10,000		-		-	
	<u>875,739</u>	29.1	<u>944,907</u>	26.5	<u>371,314</u>	27.3	<u>515,996</u>	31.2
GROUP B								
Clergy Pensions Fund	559,986		578,993		511,786		511,106	
Supplemental Fund Benefits								
- Retired Clergy, Surviving Spouses	11,972		37,443		1,025		4,250	
Discretionary Grants								
- Retired Clergy	-		-		13,000		13,000	
- Surviving Spouses	-		-		8,500		8,500	
	<u>571,958</u>	19.0	<u>616,436</u>	17.4	<u>534,311</u>	39.3	<u>536,856</u>	32.4
GROUP C								
Training of Ordinands	511,660		358,815		-		-	
Theological Institute	745,535		1,040,067		-		-	
Ministry formation project	30,000		85,745		-		-	
Stipends Fund	(200,000)		(75,000)		-		-	
Bishops' Selection Conference	28,000		35,000		-		-	
	<u>1,115,195</u>	37.0	<u>1,444,627</u>	40.5	<u>-</u>	-	<u>-</u>	0.0
GROUP D								
General Synod/Standing Committee	405,039		437,690		209,401		284,257	
Royalties fund	(75,000)		-		-		-	
Board of Education	67,137		67,151		43,681		96,048	
Church of Ireland Youth Department	-		-		180,000		202,497	
Child Protection Officers	26,500		26,140		20,000		19,635	
	<u>423,676</u>	14.1	<u>531,251</u>	14.9	<u>453,082</u>	33.4	<u>602,437</u>	36.4
GROUP E								
RCB Library	25,000		25,000		-		-	
Regular Sunday Services in Irish	500		500		-		-	
	<u>25,500</u>	0.8	<u>25,500</u>	0.7	<u>-</u>	-	<u>-</u>	0.5
	<u>3,012,068</u>	100	<u>3,562,721</u>	100	<u>1,358,707</u>	100	<u>1,655,289</u>	100

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Summary expressed in euro as per General Fund Revenue Statement:

	2010		2009	
	€	%	€	%
A - Maintenance of the Stipendiary Ministry	1,293,838	28.5	1,486,635	28.0
B - Pension related costs	1,173,592	25.8	1,180,064	22.3
C - Training of Ordinands	1,115,195	24.5	1,444,627	27.2
D - General Synod Activities	933,846	20.6	1,163,731	22.0
E - Miscellaneous	25,500	0.6	25,500	0.5
	<u>4,541,971</u>		<u>5,300,557</u>	

• **Commentary**

Group A - *Maintenance of the Stipendiary Ministry - €1,293,838*

The allocation towards the maintenance of the stipendiary ministry consists largely of the funding of episcopal stipends and expenses. This part of the allocation, €935,518 and 72% of the group total (2009 – 75%) represents the budgeted costs and estimates for 2010 in respect of stipends, pension funding, employer’s state contributions, office, secretarial and travel expenses.

The costs of the episcopacy are supported by a levy on dioceses which is budgeted to realise the equivalent of €785,000, a slight reduction on the 2009 figure using a consistent rate of exchange. For 2010 the diocesan levy is set at £1,377 and €1,956 per cure (2009 - £1,377 and €1,956) and is maintained at 5.4% of the minimum approved stipend.

The total cost of the episcopacy at €1.721m (2009 - €1.942m) expressed in euro at a constant rate of exchange shows a significant decrease on 2009, resulting from savings on pension contributions and loan repayments relating to See House maintenance, as well as several one off savings in the year.

A more detailed breakdown of Episcopal costs is shown on page 28.

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 - €1,173,592*

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 €1.174 million for 2010 (2009 – €1.116 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 5.2% increase over the previous year. This reflects the increase in minimum approved stipend at 1 January 2009, and a stronger sterling exchange rate at the 2009 year end.

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Group C - *Training of Ordinands* - €1,115,195

The overall allocations cost for the training of ordinands shows a decrease in 2010, net of a subvention from the Stipends Fund of €200,000 (2009 - €75,000). This level of support from the Stipends Fund is for one year only, and will not be available for subsequent years.

The cost in allocations does not include expenditure of €1.3m on the refurbishment of the Theological Institute, which was funded to the extent of €1m from the reserves in the Sundry Projects and Auxiliary funds, and the balance in the form of a loan from General Funds.

In total the provision is €1.115m (2009 - €1.445m). The main elements are the amount provided to pay for the upkeep of the Theological Institute, and the amount provided to pay for grants to ordinands in training, and in relation to external academic costs arising. The charge in relation to the costs of developing the new ministry training course are much reduced for 2010, to €30,000 (2009 - €85,745).

The allocation for the upkeep of the Institute relates to academic year 2010/2011 and the substantial reduction in provision to €745,535 (2009 - €1,040,067) reflects the completion, in large part, of the transformation required to initiate the new MTh programme and complete the BTh programme.

The Training of Ordinands provision includes the grants for students, and in addition to the costs of training and accommodation, married students receive a personal grant in 2009/10 of €7,700 (€7,700) and the single grant is €4,400 (€4,400). The first intake to the new MTh course was effected in September, 2009, following 2008 when there was no new intake, thus costs have risen for the current year. Costs will increase further in 2011/12, when the first intake of full time students will commence their 'intern' year.

Extracts from the accounts of the Theological Institute are included as Appendix B (page 75).

Group D - *General Synod Activities* - €933,846

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.

Substantial effort was made by Standing Committee in budgeting for 2010 to contain costs, and net cost was reduced further by a subvention from the Royalties Fund of €75,000, bringing the total for the year to €933,846 (2009 - €1,163,731) a percentage reduction of 19.8% (13.3% before the Royalties Fund subvention).

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

The allocation proposed for the Church of Ireland Youth Department is €180,000 (2009 - £202,497).

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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

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

Portfolio	Valuations (millions)		Total returns (weighted)	
	2009	2008	2009	2008
<i>General Funds/Reserves</i>				
UK and Foreign	€119.89	€101.45	24.8%	-34.0%
Irish	€19.77	€18.04	14.3%	-50.9%
Allocations Reserve	€4.85	€3.88	11.0%	-13.2%
<i>Clergy Pensions Fund</i>	€93.89	€77.17	24.7%	-34.6%
 <i>Specific Trusts</i>				
RB General Unit Trust (RI)	€138.77	€116.96	22.8%	-46.2%
RB General Unit Trust (NI)	£31.91	£24.85	18.6%	-20.6%

The market value of the portfolios (expressed in euro) increased over the year from €343.12m (translated at €1 =£0.9525) to €412.52m (translated at €1 =£0.8881).

Total return performances of relevant equity and bond market Indices in 2009 were:

Ireland (ISEQ)	29.8%	DJ Eurostoxx 50	26.7% ¹
US (S&P Composite)	26.5%	UK (FTSE 100)	27.4% ¹
ISEQ Bond Index	4.9%	FTSE All UK Gilts	-1.2%

Five year fund performance figures are included as Appendix C (page 77).

- **Ireland**

In what was an economically and indeed politically challenging year for Ireland with arguably the most difficult budget in Irish history and the continuing collapse in Ireland’s property market and construction sector the ISEQ Index managed to gain 27% in capital terms in 2009. In doing so, it outperformed its European and UK counterparts (albeit having substantially underperformed in the previous year) and rallied 50% off its March lows. Despite this rally, the Index remains 70% off its highs of 2007.

The Irish financials and the massive fallout from the decline in property valuations dominated news flow beginning with the nationalisation of Anglo Irish Bank in

¹ Net of Dividend Withholding Tax

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January 2009. In April the Government introduced legislation for the establishment of a national asset management agency (NAMA) to remove troubled property and development loans from banks' balance sheets in an attempt to restore liquidity to the banking sector in Ireland. Recapitalising the banking system remains the biggest challenge facing the Irish economy in 2010.

Ireland's credit rating was downgraded to AA- (with a stable outlook) by Fitch in early November due to mounting concerns over the effect of the credit cycle on the economy, the banking system and on public finances. Fitch expects general government debt to increase to 80% of GDP by 2011.

Following a 'mini' emergency budget in April, a further draconian Budget slashing expenditure by €4bn was announced in December 2009 which was well received by international markets and is hoped will bring stabilisation at last to the Irish economy. The measures announced may reduce the deficit to 11.6% in 2010 (versus 13.5% if no action had been taken).

GDP is expected to have contracted by approximately 8% in 2009 after 3% in 2008; forecasts for 2010 are mixed although some analysts are now forecasting a return to growth in the region of 1.2%.

The impact of the recession on corporate earnings and the associated dramatic dividend cuts were felt in Ireland as evidenced by the yield in the ISEQ index which now stands at approximately 1.7% versus 3.3% at the end of 2007.

- **UK**

Economic activity in the UK picked up moderately in Q4 following six consecutive quarters of contraction and representing the UK's longest recession. Despite the fact that the GDP figure (0.1%) disappointed the market, there have been tentative indicators that the economy is beginning to stabilise. Business indicators, industrial production numbers and house prices have begun to show signs of improving with unemployment falling marginally in November for the first time since February 2008. However, retail sales fell 0.3% in November highlighting continuing weak consumer spending and prompting the Bank of England (BOE) to predict a "bumpy and uneven" path out of recession. The GDP growth forecasts for 2010 currently stand at 1.5%.

As is the case in Ireland, the UK consumer has increased the rate at which they save to 8.6%, the highest level since Q1 1998. Current levels of consumption are almost 4% below their pre-recession levels, although the decline in the level of consumption has stabilised since Q3. Consumer spending has also been impacted by the tightening with regard the availability of unsecured credit and will be impacted by the prospect of increased taxes.

The UK labour market has been in decline since Q2 2008, over which period the rate of unemployment has increased by 2.6% to 7.8% in December 2009. Although it is expected that the rate will peak at 9.5% it seems that this peak may indeed be lower, and come sooner, than previously envisaged.

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Despite the contraction, the UK equity market had a strong year with the FTSE 100 rising by 22% in capital terms. There were a number of rights issues during the year, in particular within (but not confined to) the banking and house building sectors. Many companies slashed or omitted dividends over the year and the dividend base of the UK equity market has fallen by 20% which has unfortunately impacted on the RCB's portfolios which tend to focus on income-generating assets.

Looking forward to 2010 a return to economic growth is anticipated and a widely held view is that the housing market has neared a trough. The market remains concerned at the £23.6bn funding gap and the implications that closure/winding down of the Quantitative Easing Programme could have in terms of demand for debt. These issues combined could result in a downgrade of UK sovereign debt, which currently retains an AAA rating.

- **Continental Europe**

Eurozone economic improvement has been evident with Germany and France emerging from recession in Q2, despite the strength of the euro over the past year. This was followed by Austria, Belgium, Italy and the Netherlands in Q3 when total euro area GDP rose 0.4% over the previous quarter. For 2010 growth of up to 1% is forecasted.

Policy makers have had a pivotal role in the recovery providing liquidity measures and quantitative easing. This has helped to support the financial system and boosted confidence. The European Central Bank reduced interest rates by a cumulative 150 basis points in H1 2009 to 1% where they remain. Interest rates are unlikely to be increased before Q4 2010, but, liquidity will be progressively withdrawn as indicated by the Governing Council in relation to the exit from 'non standard' liquidity measures. However, it has been stressed that such a withdrawal will be made in a timely and gradual fashion to maintain stability in financial markets.

The European labour market benefited from a number of fiscal initiatives by governments which focused on reduced working hours as opposed to reduced headcount. As a result, the rise in the level of unemployment has been relatively mild standing at 10% in Q4 versus the cycle low of 7.6%. Unemployment is expected to increase somewhat in 2010 possibly towards 10.7%.

Market analysts are optimistic for a moderate earnings rebound in 2010/11 and it is expected that strong balance sheets will be considered a positive attribute in the coming year, providing a strategic and structural advantage to such companies. Companies which are cash generative and are not overly geared will be in a position to benefit from M&A opportunities and may resume dividend growth, providing reasonable returns to shareholders.

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

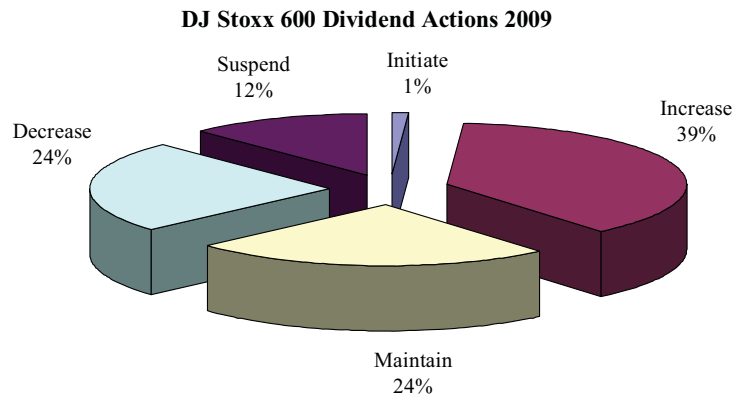
As in previous years, the Investment Committee monitored and carried out an SRI assessment review. In December, the Investment Committee reported to the Representative Body that it was satisfied that the investment managers are sensitive

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to the Church’s concerns and expectations with regard to ethical and socially responsible investment. The report is included as Appendix D (page 78).

- **Income**

The following chart shows the dividend actions of the 600 largest European companies during 2009:



Source: Markit DJ Stoxx 600 Dividends Report Europe 2009

The Representative Body’s General Funds and General Reserves investment income for 2009 was down circa 23% on 2008. Many companies across Europe and the UK reduced or suspended dividends as shown in the above chart. It is expected that income on these General Funds will not increase by a material amount in 2010 as earnings growth will be moderate.

- **Unit Trusts**

Extracts from the financial statements of the two RB General Unit Trusts for the year ended 30 June 2009 are included as Appendix E (page 80).

Distribution rates for the RB General Unit Trust (RI) were lower in 2009 despite drawing on the dividend equalisation reserve and it is anticipated that there will also be reductions in distributions from the RB General Unit Trust (NI) in the coming year.

- **Asset Management**

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

The Clergy Pensions Fund is invested passively with Irish Life Investment Managers. (Information relating to the investments for the Clergy Pensions Fund may be found

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in the Financial Statements which form part of the report of the Church of Ireland Pensions Board).

The RB General Unit Trusts (and a portion of the General Funds) portfolios are managed by the staff of the Representative Body’s investment department reporting to the Investment Committee.

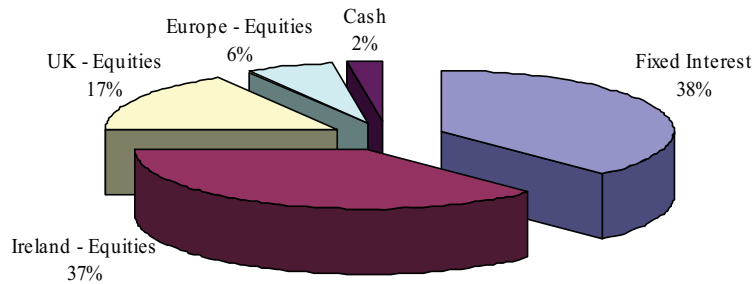
Over the years, the general investment policy or strategy has been to focus on long term capital and income growth and to seek to optimise the long term total return for the Representative Body and its trust beneficiaries. However, a revised (short term) approach was adopted in early 2009 of increasing the weighting to bonds in order to generate income. It is expected that, there should be a return to companies with strong balance sheets, with the hope of reasonable dividend yields and progressive dividend policies in order to achieve the long term objective.

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

GENERAL FUNDS PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2009

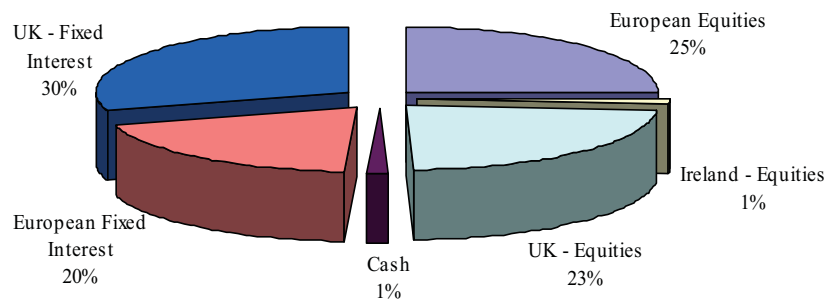
Under in-house management

€19.8m



Under Lazard management

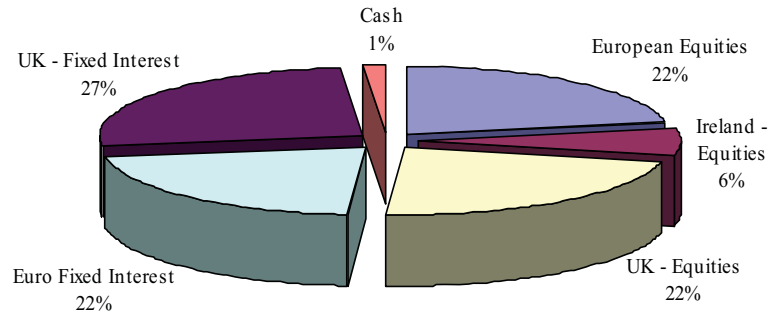
€119.9m (£106.5m)



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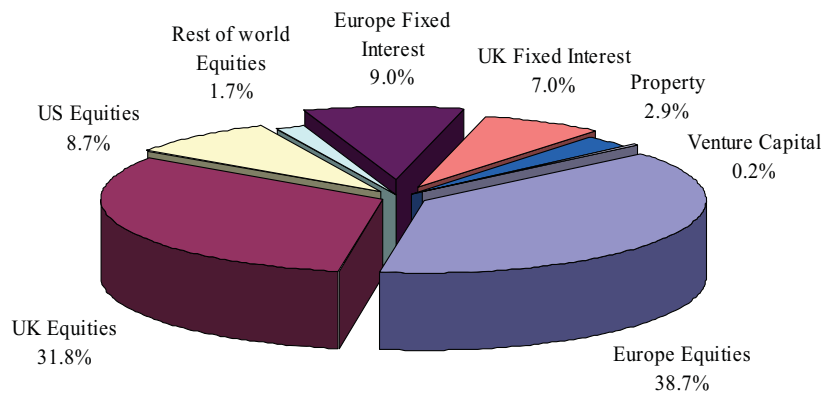
Combined portfolio

€139.7m



CLERGY PENSIONS FUND PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2009

Combined Value:	€93.88m
Irish Sub-Division Value:	€46.7m
UK Sub-Division Value:	€47.18m (£41.9m)



CLERGY REMUNERATION AND BENEFITS

• **Minimum Approved Stipends (MAS) 2011**

The economic downturn continues to have an impact throughout the whole of Ireland but to a somewhat lesser extent in Northern Ireland.

In the Republic of Ireland public sector workers and many private sector workers have had to take wage / salary cuts, and negative month-on-month inflation throughout 2009 resulted in an average inflation rate of -4.47% and underlying inflation of -5.0% for the

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year to 31 December 2009. Consequently it was considered inappropriate to recommend an increase in MAS from 1 January 2011. Accordingly the Representative Body recommends to General Synod, for the second consecutive year, is that no increase be applied to MAS for the Republic of Ireland.

Month-on-month inflation in the United Kingdom for most of 2009 was negative, averaging -0.5% with an underlying inflation rate of 2.4% for the year to 31 December 2009. There was a small increase in average earnings in the UK. In light of the current economic climate, including factors that may not necessarily be reflected in the inflationary returns, the Representative Body recommends to General Synod, for the second consecutive year, that no increase be applied to MAS for Northern Ireland.

The minimum stipends recommended for approval by General Synod to take effect from 1 January 2011 are therefore to be:

	2011 (recommended)	2010
Northern Ireland	£25,498	£25,498
Republic of Ireland	€36,219	€36,219

In arriving at the recommendations the Committee was also concerned, and as raised at General Synod, at how changing economic circumstance can make decisions on MAS levels inappropriate by the time they are implemented. The Committee has undertaken to review during 2010 the timing of the process involved in arriving at and approval of the annual rates of MAS.

• **Episcopal costs**

The breakdown of total Episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€ 2010	€ 2009	£ 2010	£ 2009
(1) Stipends together with state insurance costs	492,194	492,542	268,320	268,320
(2) Pension costs	215,512	166,834	63,790	140,281
(3) Offices of the Sees Expenses	328,197	328,706	169,844	158,868
(4) See Houses and other costs	263,552	333,274	133,080	208,222
Totals (gross)	1,299,455	321,356	635,034	775,691
(5) Less Endowment Income	(220,622)	(198,404)	(65,071)	(50,951)
Totals (net of income)	1,078,833	1,122,952	569,963	724,740

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.

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Notes relating to the figures above:

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

Stipends are multiples of minimum approved stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

- (2) Clergy Pensions Fund contribution.
(ie actuarially calculated contributions to episcopal pension costs)
- (3) 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.
(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 2010**

Following the decision in 2009 by Government in the Republic of Ireland to significantly reduce the civil service rates of allowances (the chosen benchmark used for Republic of Ireland allowances) the Stipends Committee reviewed the potential repercussions to clergy if these reductions were to be applied to the existing approved locomotory allowance rates. The Committee recognised that the allowances form an integral part of the total remuneration package for clergy and that if the external benchmark were to continue to be used in 2010 in arriving at the recommended rates there would be a requirement to similarly significantly realign downwards the existing rates. It concluded that at the present time were such a realignment to occur it would place undue hardship on many clergy and their families and recommended therefore that the rates that applied for the Republic of Ireland for 2009 should remain unchanged for 2010.

While the Northern Ireland benchmark (public service rates) had marginally increased in April 2009, it was also recommended that the rates that applied in 2009 should remain unchanged for 2010.

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The recommendations therefore continue to be 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 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

- **Children’s Allowances 2009/2010**

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 2009	
	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%

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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 2009 there were 60 loans outstanding with a total value of €0.458m.

- **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 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.

- **Payments to Persons Serving in the Auxiliary Ministry**

At the General Synod in 2009 legislation was enacted permitting, on request to the Bishop, payment to persons serving in the auxiliary ministry for duties performed at the Bishop's request. Rules governing this remuneration and other related matters have been made by the Representative Body and approved by Standing Committee. Details of these Rules together with an Explanatory Memorandum are shown in Appendix F (page 99).

PROPERTY AND TRUSTS

- **General**

The property market in the Republic of Ireland continued its downward spiral during 2009 with the housing market recording very significant adjustments in prices. There are, however, indications that the market may be beginning to stabilise. In Northern Ireland the downward trend was not as severe as in the Republic of Ireland and although overall average prices are still down, the rate of price decline has slowed significantly, with indications that the housing market may be improving. Demand for land and buildings, including redundant churches, remains weak. It is predicted that there may 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 the uncertainty of the effect of NAMA on land values, post the transfer of assets. Indications are that the income that can be obtained from rented property may decline further having fallen by an average of 16% in 2009. In order for the property market to show signs of recovery, further action to correct the state of the public finances will be required, together with measures and initiatives to stimulate economic growth in 2010.

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- **Roles and Responsibilities**

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

- **Title and Contract Issues**

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

- **Church Fabric Fund**

The Church Fabric Fund (Constitution of the Church of Ireland, Chapter X Part IV) is held by the Representative Body to make grants to defray 'the costs, in whole or in part, of restoration or repair of the fabric of any Church or Chapel, if same is vested in it, and it is satisfied that it is in use and certified by the Diocesan Council to be essential for worship by the Church of Ireland'. The Fund was established in 1930 and has grown from the allocation of a minimum of 20% of the net proceeds arising from the majority of churches sold to a capital fund of €4,774,637 and £514,741. Grants of €82,343 and £87,200 were allocated by the RB from the income of the Fund on the recommendation of the Primate in 2009. 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 2009 is included as Appendix G (page 102).

- **Marshal Beresford Fund**

Grants of €66,650 and £5,200 for repairs to Churches were made from the Beresford Fund in 2009. 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 a new See House at Cathedral Hill, Armagh was granted in January, 2009. However, following further consideration by the Representative Church

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Body, not least in the light of current financial constraints, the project was scaled down and revised drawings submitted to the Department of the Environment Planning Service during the year. Planning Permission has been granted in respect of the amended drawings and the project will go out to Tender in early 2010.

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

Plans for the new See House at Kilmore, Cavan, were approved by the Representative Church Body in December 2009. The Application for Planning Permission for the project is in process.

- **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), Clogher, Meath and Kildare, Cashel and Ossory, Ferns, Tuam, Killala and Achonry, Dublin and Glendalough, Kilmore, Elphin and Ardagh, Limerick, Ardfert, Aghadoe, Killaloe, Clonfert, Kilmacduagh and Emly. It is planned to complete the majority of the fieldwork and photography in the Dioceses of Derry and Raphoe during 2010.

To date funding of €215,842 has been received from the Heritage Council towards the project. The Representative Church Body is grateful for the generous ongoing support of the Heritage Council for this important work and has itself contributed €235,592 towards the project over the past nine 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 2009. 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

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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.

A circular concerning the matter of parish insurance policies will issue to Parishes in the Republic of Ireland and Northern Ireland through the Dioceses early in 2010 following advice from the Representative Church Body's insurance advisors.

- **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.

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

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

- **Listed 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.

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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

- **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. 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

- **Church Buildings Sub-Committee**

Following the disbandment of the Historic Churches Advisory Committee its functions were assigned to the Representative Church Body Property Committee and the Church Buildings Sub-Committee was subsequently formed in September 2008. The Sub-Committee reports directly to the Property Committee and its membership comprises the Very Rev LDA Forrest and Mrs J Leighton (both of whom are members of the Property Committee), Mrs Primrose Wilson and The O'Morchoe, who act as its Advisors.

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The Committee's principal function is to report to the Property Committee on applications received in respect of Forms of Certificates of Consent to Alterations, also known as the "Blue Form". Following a recommendation made by the Historic Churches Advisory Committee at its final meeting on 16 September 2008, the wording of the Blue Form was 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 alteration in procedure is to ensure that appropriate approval is obtained before parishes enter into the planning process.

When submitting a Form of Certificates of Consent to Alterations it is essential that supporting documentation, for example illustrations of proposed stained glass windows, or plans for the location of a font or removal of pews, should be supplied to enable the Sub-Committee to consider the proposal fully.

During the year, the Church Buildings Sub-Committee reviewed and approved 31 applications. The alterations included items such as the erection of memorial plaques and tablets and stained glass windows, the installation of public address and loop systems, new fonts and new or replacement church organs.

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

Northern Ireland

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the Church is a listed building.
- ❖ Where any alteration in the structure, ornaments, furnishings or monuments of a church (whether by introduction, alteration or removal) is being contemplated, a Form of Consent to Alterations (available from the Representative Church Body) should be completed and the approval of the Bishop or Ordinary obtained.
- ❖ Obtain the approval of the Diocesan Council and the Representative Church Body to any works involved in the church building development that is not covered by the Form of Consent to Alterations.
- ❖ Alterations to churches are subject to the same planning requirements for obtaining planning permission as unlisted buildings but 'The Ecclesiastical

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Exemption’ applies to the interior and therefore Listed Building Consent is not required but it is recommended that NIEA Built Heritage should be consulted.

- ❖ Obtain the consent of the relevant Planning Authority to the proposed works, if applicable.
- ❖ Refer to the Department of the Environment Built Heritage website at www.ehsni.gov.uk

Republic of Ireland

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

Supplies of Forms of Certificates of Consent to Alterations may be obtained from the Property Department, Representative Church Body, Church of Ireland House, Rathmines, Dublin 6, or may be downloaded directly from the Historic Churches 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

LIBRARY AND ARCHIVES COMMITTEE

- **Summary**

The main focus of the Library's work during 2009 was preparation for the new courses in the Church of Ireland Theological Institute and the delivery of an enhanced service to the new Institute. This involved

- identifying new books, in association with the Institute teaching staff, and the subsequent ordering, cataloguing and processing of those books;
- identifying a new Library cataloguing and management system, in association with the IT staff in Church House, which would have the capability of carrying an on-line catalogue, for the particular benefit of non-resident ordinands;
- negotiating new and more flexible work practices which would increase the Library's opening hours for ordinands.

In addition the Library has continued to discharge its responsibilities for archives and manuscripts, church plate and episcopal portraits.

- **Allocations**

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

APCK (€10,000); Armagh diocese (£400); Cashel and Ossory dioceses (€400); Clogher diocese (€150); Cork, Cloyne & Ross diocese (€500); Derry and Raphoe dioceses (£500); Down & Dromore dioceses (£280); Dublin and Glendalough dioceses (€1,000); Elphin & Ardagh dioceses (€150); Ferns diocese (€400); Kilmore diocese (£300); Limerick, Killaloe and Ardfert dioceses (€250); 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. In particular substantial purchasing was required to meet the needs of the new courses in the Church of Ireland Theological Institute. These purchases were augmented by donations from publishers, authors and from a number of individuals, notably the late Revd JE Fenning, Dr Lindsay Hall, and the Very Revd TNDC Salmon.

A valuable collection of parliamentary papers rel. to the Church of Ireland, mainly from the nineteenth century, was donated by Mr Peter Read, Roscrea.

The principal archival accessions were records from 52 parishes, bringing to over 1010 the number of parish collections which the Library manages. The papers of the Very Revd Brian Harvey will be a valuable source for those interested in the Church of Ireland in the second half of the 20th century while the records of the Hard Gospel

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Project should provide interesting insights into how the Church has coped with its past. Local studies will benefit from the research papers of the Very Revd Norman Barr, for many years rector of Derriaghy (Connor), and from the late 19th century diary of the curate of Powerscourt, the Revd EH Whelan.

A list of accessions of archives and manuscripts to the Library during 2009 is included as Appendix H (page 103).

- **Storage**

Additional storage space was provided in the basement of Church of Ireland House. However, the shortage of storage space in the Library, for both books and archives, remains a problem and one which will continue to increase.

- **Ministerial Training**

In support of ministerial training, one of the core functions of the Library, induction sessions were provided for ordinands in the Theological Institute and those in training for the non-stipendiary ministry. On the weekends on which there was NSM training in the Theological Institute the Library remained open until 7.30 pm. To facilitate those ordinands who are resident in the Theological Institute and those who are non-resident but living locally, the Library remained open until 9pm on Mondays during lecture term.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer and over 21,500 books have been processed. The installation of a new Library cataloguing and management system has allowed this catalogue to be available on-line through the Church of Ireland website.

Records from 52 parishes were listed. The papers of the Very Revd Brian Harvey (1916-2005) were catalogued and further work was undertaken on the records of the Dublin University Mission to Chota Nagpur. Among the smaller manuscript collections which were listed were the notebooks of the Revd WH Dundas (d.1941), vicar of Magheragall (Connor) and the papers of the charity created by the will of Charles Crowe, bishop of Cork, 1702-26.

- **Conservation**

Seventeen volumes of parish records and two volumes of cathedral records were repaired and rebound. Through the generosity of Mr Henry Alexander twenty volumes of the *Church of Ireland Gazette* were bound.

The four volume index to Canon JB Leslie's biographical succession lists of clergy was digitized to provide a security copy and to reduce the usage of the original volumes.

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The Library facilitated the digitization by the Department of Arts, Sport and Tourism of some 500 registers from parishes in the dioceses of Dublin, Ardfert and Leighlin. These records will be available at www.irishgenealogy.ie

- **Church Plate**

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

- **Episcopal Portraits**

Six portraits from the Down & Dromore See House collection were cleaned and repaired. Work is continuing on a further four portraits from the same collection.

Three conserved portraits were transferred to the Meath & Kildare Diocesan Centre, Moyglare, for hanging.

- **Outreach**

The thirteenth 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 launched in St Fin Barre's Cathedral.

The fourth volume in the Library's texts and calendars series, *Proctors' accounts of the parish church of St Werburgh, Dublin, 1481-1627*, edited by Canon Adrian Empey, was published by Four Courts Press, and launched in St Werburgh's Church.

The provision of exhibits and images for an exhibition in Lisburn Museum to mark the 400th anniversary of the town was facilitated.

Presentations on the Library and its resources were given to students on the Master in Urban Building Construction course in UCD, the Irish Genealogical Society of Ireland, the staff of Church of Ireland House, and at a Department of Environment, Heritage and Local Government seminar entitled, 'Inside the Place of Worship: Art and Intervention'. In addition, seminars were facilitated for students from the UCD Archives School and the MA in history course in NUI Maynooth.

LEGAL ADVISORY COMMITTEE

An Opinion was sought by the Executive Committee from the Legal Advisory Committee on the trusts governing see houses vested in the Representative Church Body and the power to alter those trusts. The matter was considered by members of the Committee with reference to (i) the Irish Church Act, 1869, (ii) Chapter X of the Constitution of the Church of Ireland, (iii) documents of title held by the Representative Church Body for existing and previous see houses, (iv) the practice of the Representative Church Body in

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relation to the administration of see houses and their proceeds of sale since disestablishment and (v) reports of the Representative Church Body presented to and adopted by General Synod. It was the opinion of the Committee that see houses are held by the Representative Church Body in trust for the purposes declared in the Report of the Representative Church Body presented to General Synod in 2001, namely that each see house is held in trust for the applicable diocese(s). The Committee was of the opinion that any alteration to the governing trusts would require a Resolution of General Synod pursuant to Section 9 of Chapter X of the Constitution.

CLERGY PENSIONS FUND SOLVENCY

The Actuary's initial review of the funding of the Clergy Pensions Fund (CPF), prepared as at 30 September 2009, identified that the CPF failed to achieve the Minimum Funding Standard (MFS) as at that date. Where schemes fail the MFS test there is a requirement by the National Pensions Board on the Sponsor and the Trustee of the Fund, the RCB, to have in place a Funding Proposal designed to restore the solvency of the scheme over a period of years. In this context a report prepared under the heading "Restoring The Solvency of the Clergy Pensions Fund" (included as Appendix I on page 107) has been adopted by the Representative Body. This report including the required funding proposals sets out the case for the need to have legislation approved at Synod allowing increased levels of annual contributions, a definition of "Pensionable Stipend" and other amendments. A report on the implementation of the proposed Funding Proposal is set out in Appendix J on page 116 and details of the proposed legislation are included in the Bill Pamphlet circulated to members of General Synod.

In addition the Funding Proposal incorporates a commitment by the RCB to address the deficit at 30 September 2009 by way of special annual capital contributions of €5m per year to the Fund for the five years 2010 to 2014 inclusive. These special payments will be in addition to other expected annual payments over the five years amounting in total to an estimated further €3.5m.

THE CLERGY PENSIONS FUND TRUSTEESHIP

Last year Synod was advised that a small working group, made up of members of the RCB Executive Committee and the Church of Ireland Pensions Board, had been set up to review issues concerning how the Clergy Pensions Fund complied with the increasingly complex legal requirements imposed on pension funds.

Late in 2009, the Working Group reported its findings to the Pensions Board, the Executive Committee and the RCB, which agreed the Group's proposal that a Bill be brought to the General Synod in 2010 to effect changes to Chapter XIV of the Constitution to enable it to conform with current pensions legislation and to make other changes to incorporate best practice in relation to the governance of a pension plan. Rather than seeking to make the changes on a piecemeal basis, the Bill now proposed to General Synod seeks to replace Chapter XIV with a new Chapter XIV embodying these changes and provides that the new Chapter XIV, set out in full as a Schedule to the Bill, will come into operation on 1st January 2011. Accordingly, until 1st January 2011, the provisions of the existing Chapter XIV will remain in force. In effect, the revised Chapter XIV will become the Trust Deed

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and Rules of the Clergy Pensions Fund on 1st January 2011. Details of the proposed legislation are included in the Bill Pamphlet circulated to members of General Synod.

The main changes being proposed to Chapter XIV in relation to trusteeship are as follows:

- The key change is that a special purpose Trustee body for the Clergy Pensions Fund (the Fund) is to be established. 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 pensions legislation and has questioned the current governance structure relating to the Fund. Accordingly, it has been concluded that the current structure is not appropriate and it is therefore proposed to establish, as trustee of the Fund, a special purpose corporate trustee namely, The Church of Ireland Clergy Pensions Trustee Limited. This corporate trustee will be a limited company which will have the RCB as its sole shareholder. Its sole function will be the trusteeship of the Fund. It will be controlled by the RCB, as its parent, and by the Synod in relation to any subsequent changes to its constitution. This structural change will clarify roles and responsibilities in relation to the Fund and will help bring extra focus on the many and complex legal responsibilities of the Trustee in relation to pension funds. The Memorandum and Articles of Association which will govern this corporate trustee have been approved by the Representative Body and are included as Appendix K on page 122. Any subsequent changes to these Memorandum and Articles of Association will require the approval of Synod.
- It is proposed that five persons be appointed by the RCB as directors of this corporate trustee company. Three of these directors will be nominated by the Executive and two will be nominated by the Pensions Board. The maximum term of office of these directors will be three terms of three years, with a retirement age of 75. The overriding consideration of both the Executive and Pensions Board in making their nominations, will be to seek to nominate individuals of integrity, ideally with a track record of competence in pension fund trusteeship, while avoiding any perception of conflict of interest. On appointment all directors will be required to sign a declaration indicating that they submit themselves to the powers of the General Synod and the laws of the Church of Ireland as they relate to their role as directors of the Church of Ireland Clergy Pensions Trustee Limited. It will be their responsibility to discharge the responsibilities of trustees as set out in the Trust Deed and Rules of the Fund (ie the revised Chapter XIV).
- Consequential changes arising from the establishment of the corporate trustee - The corporate trustee is being established in such a manner so that it will have the power to delegate many of its trustee duties to other committees or bodies. For example, it is expected that the payment of clergy pensions and the collection of contributions will continue to be delegated to the staff of Church House and the monitoring of investments will continue to be delegated to the Investment Committee of the RCB, and as is set out in the revised Chapter XIV, under draft Section 12(3), the corporate

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trustee shall also delegate a range of duties to the Church of Ireland 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 as will the appointment of the actuary to the Fund.

DONATIONS AND BEQUESTS TO THE CHURCH OF IRELAND

• Trustee role of the Representative Church Body

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

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

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

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

The Representative Body applies funds arising from a specific donation or bequest strictly in accordance with the purposes declared in the trust instrument or Will. However, the Church of Ireland is in great need of unfettered funds to help finance its ongoing responsibilities – training ordinands, providing retirement benefits for clergy and their spouses and 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.

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In the course of 2009 HM Revenue and Customs carried out a routine audit of parochial and central processes and Gift Aid claims submitted via the Representative Church Body. Processes and claims received a clean audit report, and thanks and congratulations are due to the Gift Aid Treasurers and Central Staff who processed tax reclaims amounting to £7.8m in the six years since the last audit.

The total value of the subscriptions collected under Gift Aid on behalf of parishes in 2009 was £5,153,059 to which the income tax recovered by the Representative Body added £1,453,427 to give a total of £6,606,486 as compared with £6,144,470 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 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.

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

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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 2009 on behalf of parishes, dioceses and special trusts is included as Appendix L (page 150).

- **Trusts for Graves**

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

MISCELLANEOUS AND GENERAL

- **Deposit Interest (Rates)**

The rates of interest allowed or charged by the Representative Body are linked to the rates ruling from time to time in the money market. The following rates of interest were applied by the Representative Body in 2009:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	4.00	2.50	3.10	2.10
30 June	3.50	2.00	2.75	1.75
30 September	3.50	2.00	2.50	1.35
31 December	3.50	2.30	2.50	1.85

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

The Representative Church Body – Report 2010

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

Year on year (December)	UK (RP Index)	Republic of Ireland (CP Index)
2005	2.2%	2.5%
2006	4.4%	4.9%
2007	4.0%	4.7%
2008	0.9%	1.1%
2009	2.4%	-5.0%

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 notes that the Representative Body has made the following allocations for 2010 from the balance on the General Funds Revenue Account for the year ended 31 December 2009:

	€
Group A – Maintenance of the Stipendiary Ministry	1,293,838
Group B – Pension Related Costs	1,173,592
Group C – Training of Ordinands	1,115,195
Group D – General Synod Activities	933,846
Group E – Miscellaneous	25,500
	<hr/>
	4,541,971
	<hr/>

II. Minimum Approved Stipend

That, in accordance with Section 51 (1) of Chapter IV of the Constitution and with effect from 1 January 2011, Minimum Approved Stipends shall remain at unchanged levels from 2010, 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%	"

III. Pensionable Stipend

That, subject to the passing of Bill No 1 of 2010 to revise, amend and replace Chapter XIV of the Constitution, and in accordance with Section 2 of the revised and amended Chapter XIV, with effect from 1 January 2011, Pensionable Stipend shall be as follows:

- (a) Pensionable Stipend shall be £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop’s Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.
- (b) Pensionable Stipend for a Curate-Assistant shall be in accordance with the following scale:

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

The Representative Church Body – Report 2010

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2009

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
FINANCIAL STATEMENTS 2009 **PAGE 2**

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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.

After a number of years when it has been possible to transfer surplus funds to the Allocations Reserve, the outcome for 2009 shows a deficit of €751,000, and transfers have to be made from Reserves to meet the cost of Allocations in 2010.

The impact of the financial storm which affected global markets in 2008 has had a delayed but damaging effect on income for the year. The Representative Body is heavily reliant on investment income and interest and both of these are considerably reduced, total income having fallen in euro terms by €2 million (24.5%). The Investment Committee has taken action to stabilise the level of income achievable from General Funds, but the outlook is difficult and it is not expected that there will be a quick return to the income levels being achieved in recent years.

Action has been taken to constrain operating costs and the charge for allocations, and it is appropriate to acknowledge subventions from the Ministry and the Royalties Funds, the reduced budgets for the General Synod and its committees, and the efforts of staff to contain overheads. Without these efforts the transfer from Reserves to meet allocations would have been considerably increased. Further and more painful reductions in costs will be necessary to enable a return to financial equilibrium over the coming years.

The value of invested funds under management, which fell dramatically in 2008, has increased from those low levels to €410 million (2008 - €342 million), an increase of 19.7%.

The Representative Body has undertaken to support the funding plan to return the Clergy Pension Fund to solvency, and as a result will be transferring €5 million from General Funds to the Clergy Pension Fund during 2010. The subvention from allocations to the Clergy Pension Fund in 2011 will, in consequence, be reduced.

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.

9 March 2010

S Gamble (Chairman, Executive Committee)



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

We have audited the financial statements of the Representative Body of the Church of Ireland for the year ended 31 December 2009 which comprise the General Fund Revenue Account, the Balance Sheet, the Statement of Total Recognised Gains and Losses, the Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out therein.

Respective responsibilities of trustees and auditors

The responsibilities of the Representative 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 Trustee's Responsibilities.

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

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 Representative Body 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 Representative 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.

The Representative Church Body – Report 2010



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

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 Body's affairs as at 31 December 2009 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.

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

PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin

15 March 2010

The Trustee is responsible for the maintenance and integrity of the Church of Ireland website.

Uncertainty regarding legal requirements is compounded as information published on the internet is accessible in many countries with different legal requirements relating to the preparation and dissemination of financial statements.

The maintenance and integrity of the Church of Ireland's website is the responsibility of the Trustee; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdiction.

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 = £0.8881 (2008 €1 = £0.9525) 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: Premises: 2%; Furniture and fittings: 8%; Office equipment: General 20%, System software 10%, Other software 20%.
- (vii) **Allocations** – Allocations are recognised in the financial statements when they are approved by the Representative Body. Typically this occurs at the December meeting of the Representative Body when recommendations from the Allocations Committee are considered and a value for the year adopted by resolution.

- (viii) **Retirement benefits** – Defined benefit pension scheme assets are measured at fair value. Defined benefit pension scheme liabilities are measured on an actuarial basis using the projected unit method. The excess of scheme liabilities over scheme assets is presented on the balance sheet as a liability net of related deferred tax. The defined benefit pension charge to General Fund Revenue Account comprises the current service cost and past service costs. The excess of the expected return on scheme assets over the interest cost on the scheme liabilities is presented in the General Fund Revenue Account as other finance income. Actuarial gains and losses arising from changes in actuarial assumptions and from experience surpluses and deficits are recognised in the statement of total recognised gains and losses for the year in which they occur. In previous years, the fair value of quoted securities held as scheme assets was determined using the mid market value. In the current year, the year-end bid price is taken as the fair value of these assets. The effect of this change in accounting policy is included in the actuarial gains and losses in the statement of total recognised gains and losses in the current year. Comparative years have not been restated as the effect of this change is not material. The defined contribution pension charge to General Fund Revenue Account comprises the contribution payable to the scheme for the year.

The Representative Church Body – Report 2010

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
GENERAL FUND REVENUE ACCOUNT
YEAR ENDED 31 DECEMBER 2009 **PAGE 8**

	Notes	2009 €'000	2008 €'000
INCOME			
Investments		5,629	7,047
Property and loans		119	133
Deposit interest		147	672
Sundries		130	128
Interest on reserves		141	190
		6,166	8,170
EXPENDITURE			
Operating expenses	10	2,090	2,197
Professional fees (including investment management costs)		244	276
Audit fees (including Unit Trusts)		89	91
Pensions for retired staff		120	120
Staff pension scheme net finance	15	170	(133)
		2,713	2,551
Surplus of income over expenditure		3,453	5,619
Allocations			
- Allocations		(4,542)	(5,301)
- Prior year allocations unexpended		338	296
(Deficit) / Surplus after allocations		(751)	614
Transfers			
- from / (to) allocations and FRS 17 reserves	6,7	753	(610)
- from building development reserve		85	85
- from computer development reserve		75	75
- (to) staff pensions reserve - income in year		(2)	(4)
- (to) general funds		(160)	(160)
		-	-
		-	-

Signed: *S Gamble*
R Neill
Date: *9 March 2010*

The Representative Church Body – Report 2010

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

BALANCE SHEET

31 DECEMBER 2009

PAGE 9

	Notes	2009 €'000	2008 €'000
CURRENT ASSETS			
Debtors		1,236	1,254
Cash on short term deposit	14	46,287	56,944
Bank balances	14	938	339
		<u>48,461</u>	<u>58,537</u>
CURRENT LIABILITIES			
Current account income balances	2	8,791	11,141
Allocations	11	4,817	5,376
Creditors		1,050	1,079
		<u>14,658</u>	<u>17,596</u>
NET CURRENT ASSETS		33,803	40,941
LONG TERM (LIABILITY)			
Staff pension scheme (deficit)	15	(2,252)	(3,699)
		<u>31,551</u>	<u>37,242</u>
TANGIBLE FIXED ASSETS	3	4,932	5,102
INVESTMENTS			
Loans		1,555	1,167
General funds	4	141,239	121,990
Specific trusts	5	268,582	220,298
TOTAL NET ASSETS		447,859	385,799
FUNDS EMPLOYED			
General funds	6	143,122	122,667
General reserves	7	3,214	2,387
GENERAL FUNDS EMPLOYED		146,336	125,054
Pensions and related funds	8	96,957	79,751
Other trust funds	9	204,566	180,994
TOTAL FUNDS EMPLOYED		447,859	385,799

Signed: S Gamble

R Neill

Date: 9 March 2010

The Representative Church Body – Report 2010

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 2009 **PAGE 10**

STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES	Notes	2009 €'000	2008 €'000
Surplus from general revenue		3,453	5,619
Currency translation movement	6,7	4,150	(24,707)
Unrealised surplus / (deficit) on revaluation of investments and property	6,7	27,307	(56,482)
(Loss) on investment sales	6	(10,986)	(7,985)
Actuarial profit / (loss) on staff pension scheme	15	1,562	(4,083)
Total recognised gains / (losses)		25,486	(87,638)
Allocations		(4,542)	(5,301)
Prior year allocations unexpended		338	296
Increase / (decrease) in funds employed		21,282	(92,643)
 RECONCILIATION OF MOVEMENT IN GENERAL FUNDS EMPLOYED			
Balance 1 January as previously stated		125,054	217,516
Prior year adjustment		-	181
Balance 1 January as restated		125,054	217,697
Increase / (decrease) in funds employed		21,282	(92,643)
Balance 31 December		146,336	125,054

Signed: *S Gamble*
 R Neill
Date: *9 March 2010*

The Representative Church Body – Report 2010

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
CASH FLOW STATEMENT
YEAR ENDED 31 DECEMBER 2009 **PAGE 11**

	Notes	2009 €'000	2008 €'000
NET CASH FLOW FROM OPERATING ACTIVITIES	12	3,690	6,347
ALLOCATIONS OF INCOME PAID		(4,763)	(5,749)
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS			
Purchase of investments		(73,611)	(55,922)
Sale of investments		70,500	49,732
Advances of glebe, miscellaneous and car loans		(626)	(62)
Repayment of glebe, miscellaneous and car loans		237	496
Purchase of fixed assets		(113)	(1,993)
Sale of fixed assets		-	458
Pension related adjustment and capital movements		128	(95)
NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS		(3,485)	(7,386)
FINANCING			
Net cash (outflow) / inflow for specific trusts		(22,378)	11,666
NET CASH FLOW FROM FINANCING		(22,378)	11,666
(DECREASE) / INCREASE IN CASH	13	(26,936)	4,878

Signed: *S Gamble*
R Neill
Date: *9 March 2010*

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS **PAGE 12**

1 SPECIFIC TRUSTS FUND INCOME AND COVENANTS

	2009	2008
	€'000	€'000
INCOME		
Investments	7,956	10,161
Deposit interest	1,252	2,681
	<u>9,208</u>	<u>12,842</u>
GIFT AID		
Income tax refund on Gift Aid donations	1,637	1,415
	<u>10,845</u>	<u>14,257</u>
Less related administration charges	(494)	(596)
	<u>10,351</u>	<u>13,661</u>
Applied or paid to specific trusts or parishes	<u>(10,351)</u>	<u>(13,661)</u>

A portion of specific trusts income is applied to the payment of stipends, allowances and pensions which in total amounted to €22.4m in the year ended 31 December 2009 (2008 €21.4m). 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

	2009	2008
	€'000	€'000
Diocesan stipend & general funds	5,367	6,904
Parochial endowments	143	206
Miscellaneous diocesan trusts	371	346
General Synod trusts	193	141
Other trust income & suspense balances	2,524	3,384
Clergy pensions & related funds	193	160
	<u>8,791</u>	<u>11,141</u>

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

3 TANGIBLE FIXED ASSETS

	Premises	Furniture and fittings	Office equipment	Total
	€'000	€'000	€'000	€'000
<u>Cost</u>				
At beginning of year	4,906	459	1,286	6,651
Additions	-	19	77	96
Disposals	-	-	-	-
Currency adjustment	15	-	6	21
At end of year	<u>4,921</u>	<u>478</u>	<u>1,369</u>	<u>6,768</u>
<u>Depreciation</u>				
At beginning of year	506	268	775	1,549
Charge for year	93	38	152	283
Disposals	-	-	-	-
Currency adjustment	3	-	1	4
At end of year	<u>602</u>	<u>306</u>	<u>928</u>	<u>1,836</u>
<u>Net book value</u>				
At beginning of year	<u>4,400</u>	<u>191</u>	<u>511</u>	<u>5,102</u>
At end of year	<u>4,319</u>	<u>172</u>	<u>441</u>	<u>4,932</u>

The Representative Church Body – Report 2010

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

4 GENERAL FUNDS – ANALYSIS OF FUND ASSETS	2009	2008
	€'000	€'000
<u>Investments at valuation</u>		
Ireland		
Trustee	2,715	2,525
Bonds	703	501
Equities - financial	959	1,389
Equities - commercial (includes convertibles)	7,756	8,112
United Kingdom		
Bonds	626	461
Equities	31,316	37,825
Unit trusts	35,043	13,197
Europe		
Bonds	27,532	22,118
Unit trusts	-	1,062
Equities	31,218	25,866
Rest of the world		
North America bonds	-	306
North America equities	14	13
	137,882	113,375
<u>Other assets</u>		
Cash	1,800	6,121
	139,682	119,496
General reserves – investments	1,557	2,494
	141,239	121,990

The Representative Church Body – Report 2010

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

5 SPECIFIC TRUSTS – ANALYSIS OF FUND ASSETS	2009	2008
	€'000	€'000
<u>Investments at valuation</u>		
Ireland		
Unit trusts (excluding RB)	2,867	3,179
United Kingdom		
Bonds	6,616	6,558
Equities	26,532	19,509
Europe		
Bonds	8,475	8,371
Equities	30,134	23,680
Global fund		
Equities	19,255	15,860
	93,879	77,157
<u>Other assets</u>		
Cash	560	502
Debtors	15	67
RB General Unit Trusts	174,128	142,572
	268,582	220,298

The Representative Church Body – Report 2010

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

6 GENERAL FUNDS

	Balance at 1.1.09	Currency translation movements	Capital changes/ movements	Loss on investment sales	Revaluation movements	Balance at 31.12.09
	€'000	€'000	€'000	€'000	€'000	€'000
Realised value	142,161	4,859	160	(10,986)	-	136,194
Unrealised surplus/(deficit) on revaluation of investments	(19,861)	(816)	-	-	27,238	6,561
Unrealised surplus on revaluation of property	367	-	-	-	-	367
	<u>122,667</u>	<u>4,043</u>	<u>160</u>	<u>(10,986)</u>	<u>27,238</u>	<u>143,122</u>

7 GENERAL RESERVES

	Balance at 1.1.09	(Deficit)/ Surplus	Currency translation movements	Capital changes	Revaluation movements	Balance at 31.12.09
	€'000	€'000	€'000	€'000	€'000	€'000
Allocations reserve	4,578	(638)	107	-	69	4,116
Staff pension - FRS17	(3,699)	(115)	-	1,562	-	(2,252)
Building development reserve	971	-	-	(85)	-	886
Computer development reserve	450	-	-	(75)	-	375
Staff pensions reserve	87	2	-	-	-	89
	<u>2,387</u>	<u>(751)</u>	<u>107</u>	<u>1,402</u>	<u>69</u>	<u>3,214</u>

The Representative Church Body – Report 2010

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

8 PENSIONS AND RELATED FUNDS

	Balance at 1.1.09	Currency translation movements	Capital changes/ movements	Revaluation movements	Balance at 31.12.09
	€'000	€'000	€'000	€'000	€'000
Clergy Pensions Fund	77,245	27	(2,141)	18,858	93,989
Widows and Orphans Funds	1,432	8	-	255	1,695
Supplemental Fund	581	33	-	92	706
Clergy Pensions Fund (AVC scheme)	493	5	69	-	567
	79,751	73	(2,072)	19,205	96,957

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 2010

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED **PAGE 18**

9 OTHER TRUST FUNDS

	Balance at 1.1.09 €'000	Currency translation movements €'000	Capital changes/ movements €'000	Deficit on investment sales €'000	Revaluation movements €'000	Balance at 31.12.09 €'000
Parochial trusts and glebe sales	105,548	1,924	(3,491)	(31)	14,908	118,858
Diocesan stipend and general funds	17,926	391	(70)	-	3,070	21,317
Diocesan miscellaneous trusts	7,438	107	4	-	1,300	8,849
Diocesan episcopal funds	3,587	76	-	-	618	4,281
Less: diocesan car loans	(440)	(17)	103	-	-	(354)
	<u>134,059</u>	<u>2,481</u>	<u>(3,454)</u>	<u>(31)</u>	<u>19,896</u>	<u>152,951</u>
Sundry trusts	39,023	476	(1,160)	(45)	4,047	42,341
General Synod funds	6,937	80	18	(36)	1,119	8,118
Church of Ireland auxiliary funds	975	8	-	-	173	1,156
	<u>180,994</u>	<u>3,045</u>	<u>(4,596)</u>	<u>(112)</u>	<u>25,235</u>	<u>204,566</u>

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

10 OPERATING EXPENSES	2009	2009	2008	2008
	€'000	€'000	€'000	€'000
Salaries and wages		1,898		1,991
PRSI		191		204
Staff pension costs		289		349
Other staff costs		69		120
Office supplies		129		153
Light, heat and power		31		35
Postage and telephones		43		66
Maintenance and repairs		21		9
Insurance, rates and taxes		62		84
Banking and other charges		4		8
Depreciation		283		286
General administration total		<u>3,020</u>		<u>3,305</u>
Library		230		223
Central committees		105		124
Episcopal electors		-		6
		<u>3,355</u>		<u>3,658</u>
<u>Less costs recovered</u>				
Specific trusts	(393)		(510)	
Legal fees	(145)		(127)	
Other charges	(727)		(824)	
		<u>(1,265)</u>		<u>(1,461)</u>
		<u>2,090</u>		<u>2,197</u>
11 ALLOCATIONS		2009		2008
		€'000		€'000
Maintenance of the stipendiary ministry		1,294		1,487
Retired clergy and surviving spouses		1,174		1,180
Training of ordinands		1,315		1,520
General Synod activities		1,009		1,164
Miscellaneous financing		25		25
		<u>4,817</u>		<u>5,376</u>

The balance sheet figure of allocations is the gross amount committed by the Representative Church Body to be expended on wider church activities in 2010. (The charge in the General Fund Revenue Account is net of subsidies from other funds). Allocations are recognised in the financial statements when they are approved by the Representative Body, typically in the December meeting.

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

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	2009 €'000	2008 €'000
Surplus of income over expenditure		3,453	5,619
Change in other debtors		(6)	435
Change in creditors		(34)	24
Net amortisation of fixed assets	3	283	229
Effect of foreign exchange rate changes		(6)	40
Net cash flow from operating activities		<u>3,690</u>	<u>6,347</u>

13 ANALYSIS OF CHANGES IN CASH DURING THE YEAR

		2009 €'000	2008 €'000
Net cash (outflow) / inflow		(29,479)	13,048
Effect of foreign exchange rate changes		2,543	(8,170)
(Decrease) / increase in cash		<u>(26,936)</u>	<u>4,878</u>
Balance at 1 January		81,526	76,648
Balance at 31 December	14	<u>54,590</u>	<u>81,526</u>

14 ANALYSIS OF CASH BALANCES

		2009 €'000	2008 €'000
Cash on short term deposit		46,287	56,944
Due from bankers		938	339
Cash held for RCB managed funds		5,565	18,122
Cash held by investment managers	4	1,800	6,121
		<u>54,590</u>	<u>81,526</u>

Cash held for RCB managed funds is held for the RB General Unit Trusts and is included under this heading in Specific Trust assets in Note 5.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED **PAGE 21**

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 for the year ending 31 December 2009 (and comparatives for 31 December 2008) show that the market value of the assets of the scheme to be €6.861m (€5.677m), and that this represents 75.3% of the value of benefits that had accrued to members as at that date. The market value of assets has improved by €1.184m (20.9%) during the year, the latter part of the year being particularly strong for international stock values. This compares to an average increase of 21.1% for Irish pension funds in the year. The present value of scheme liabilities as calculated by the actuary has decreased from €9.376m to €9.113m in 2009.

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 6.00%.

Actuarial calculation of the amounts to be recognised in the general revenue account is shown in note '15c' following. The net finance income or expense is shown on page '7' and the current service cost is included in operating expenses.

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

The amounts recognised in the balance sheet are as follows:

	2009	2008
	€'000	€'000
Present value of funded obligations	(9,113)	(9,376)
Fair value of plan assets	6,861	5,677
Pension Liability in the balance sheet	<u>(2,252)</u>	<u>(3,699)</u>

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

15 RETIREMENT BENEFITS - CONTINUED

(c) The amounts recognised in the general revenue account are as follows:

	2009	2008
	€'000	€'000
Interest cost	542	485
Expected return on plan assets	(372)	(618)
Net finance income / (expense)	170	(133)
Current service cost - included in operating expenses	205	250
	<u>375</u>	<u>117</u>
Actual return on plan assets	<u>1,251</u>	<u>(3,191)</u>

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

	2009	2008
	€'000	€'000
Actual less expected return on scheme assets	879	(3,809)
Experience gains/(losses) on liabilities	257	(1,422)
Change in assumptions underlying the present value of the scheme liabilities	426	1,148
Actuarial gains/(losses) recognised in the STRGL	<u>1,562</u>	<u>(4,083)</u>

The cumulative actuarial loss recognised in the Statement of Total Recognised Gains and Losses up to and including the financial year ended 31 December 2009 is €2.758m.

			2009	2008
	Pension	Pension	Pension	Pension
	Assets	Liabilities	Deficit	Deficit
(e) Movement in Scheme Assets and Liabilities	€'000	€'000	€'000	€'000
At 31 December 2008	5,677	(9,376)	(3,699)	289
Current Service Cost	-	(205)	(205)	(250)
Interest on scheme liabilities	-	(542)	(542)	(485)
Expected return on scheme assets	372	-	372	618
Actual less expected return on scheme assets	879	-	879	(3,809)
Experience losses on liabilities	-	257	257	(1,422)
Changes in assumptions	-	426	426	1,148
Benefits paid	(339)	339	-	-
Premiums paid	(25)	25	-	-
Contributions by plan participants	37	(37)	-	-
Employer contributions paid	260	-	260	212
At 31 December 2009	<u>6,861</u>	<u>(9,113)</u>	<u>(2,252)</u>	<u>(3,699)</u>

15 RETIREMENT BENEFITS - CONTINUED

(f) Risks and rewards arising from the assets

At 31 December 2009 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	69	64	76
Bonds	19	24	12
Property	5	9	8
Other	7	3	4

(g) 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 4.0% above the long term gilt yields, giving an assumed return of 8.0%.

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 2009 is 6.73% (2008: 6.59%).

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

		2009	2008
		%	%
Discount rate		6.00	5.75
Future salary increases	Nil in 2010, thereafter	3.00	3.00
Future pension increases		2.00	2.00
Inflation rate		2.00	2.00

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:

	2009	2008
Male	22.8	21.8
Female	25.8	24.8

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

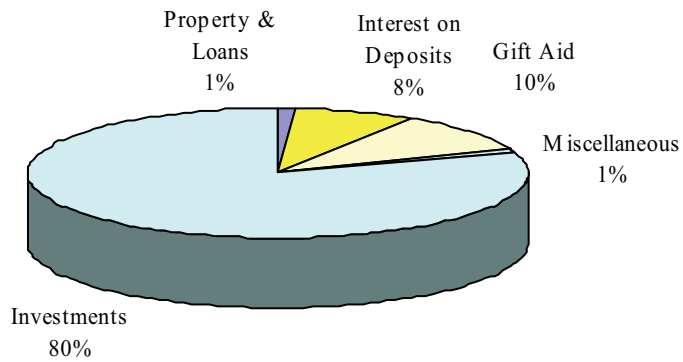
	2009	2008	2007	2006	2005
Present value of the defined benefit obligation (€'000)	(9,113)	(9,376)	(8,755)	(9,032)	(9,018)
Fair value of plan assets (€'000)	6,861	5,677	9,044	9,371	6,206
Pension (deficit)/surplus (€'000)	(2,252)	(3,699)	289	339	(2,812)
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	2.8%	(15.2%)	(1.4%)	4.1%	2.5%
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	12.8%	(67.1%)	(10.2%)	5.8%	13.0%

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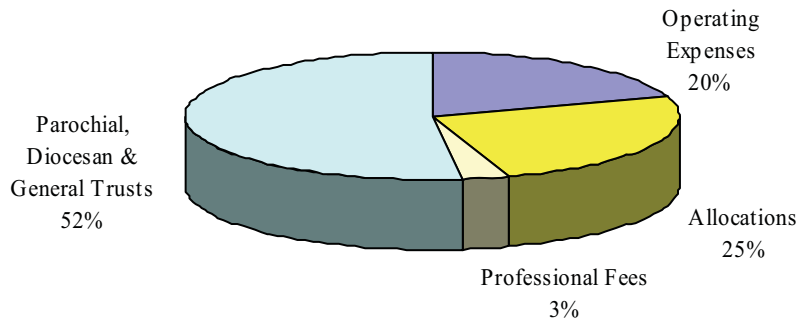
APPENDIX A

The total income applied by the Representative Body in 2009 was €17.011m 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



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APPENDIX B

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

**INCOME AND EXPENDITURE ACCOUNT
For the year ended 30 June 2009**

	2009	2008
	€	€
INCOME		
Grants from General Synod	828,927	735,130
Divinity student fees	116,890	135,470
Receipts from guests and conference	79,536	91,213
Non-stipendiary ministry training	33,660	48,187
Clergy study courses	3,880	3,172
Interest	1,229	1,062
Foundation course	30,562	26,621
	<u>1,094,684</u>	<u>1,040,855</u>
EXPENDITURE		
Academic expenses	449,568	413,654
Administration expenses	111,382	103,125
Operating expenses	265,247	249,746
Establishment expenses	252,226	256,803
Transfer to Chapel Library	700	1,150
	<u>1,079,123</u>	<u>1,024,478</u>
Surplus for the year	15,561	16,377
Balance at beginning of the year	17,524	17,727
Opening balance paid to RCB	(16,821)	(16,580)
Balance at the end of the year	<u><u>16,264</u></u>	<u><u>17,524</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.

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

BALANCE SHEET

As at 30 June 2009

	2009	2008
	€	€
EMPLOYMENT OF CAPITAL		
FIXED ASSETS	59,272	79,440
CURRENT ASSETS	<u> </u>	<u> </u>
Sundry debtors	40,954	69,447
Bank deposit accounts	11,617	9,307
Bank current accounts	18,498	-
Cash on hand	4	5
	<u>71,073</u>	<u>78,759</u>
CURRENT LIABILITIES	<u> </u>	<u> </u>
Bank current accounts	-	12,282
Train a Deacon Fund	231	252
Sundry creditors and accruals	43,720	41,110
Deferred	1,000	-
Undistributed Chapel collections	2,289	22
Development finance	19,171	21,170
	<u>66,411</u>	<u>74,836</u>
Net current liabilities	4,662	3,923
Provision for retirement of long term employees	(7,569)	(7,569)
Development finance	(40,101)	(58,270)
	<u>16,264</u>	<u>17,524</u>
CAPITAL AND TRUST FUNDS	<u> </u>	<u> </u>
Accumulated surplus	15,233	16,821
Ferrar Memorial Fund for Liturgical Library	154	300
Gregg Memorial Fund for College Library	877	403
	<u>16,264</u>	<u>17,524</u>

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APPENDIX C

FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

		2009 %	3 year annualised 2007-2009 %	5 year annualised 2005-2009 %
Clergy Pensions Fund	(a)	24.7	-9.1	-0.1
General Funds				
General Funds (In-House)		14.3	-24.9	-8.3
General Funds (Lazard)		24.8	-7.4	2.9
Parochial, Diocesan Funds etc				
RB General Unit Trust (RI)		21.5	-17.1	-3.3
RB General Unit Trust (NI)		18.6	-1.2	6.9
Market Averages	(b)			
<i>Mercer Average (Ireland)</i>	(c)	21.1	-8.6	0.9
<i>ISEQ Index</i>		29.8	-30.1	-11.6
<i>ISEQ Financial Index</i>		13.5	-59.0	-35.5
<i>ISEQ Bond Index Total</i>		4.9	4.5	3.7
<i>Dow Jones EuroStoxx 50 Index</i>		26.9	-6.6	4.0
<i>FTSE All Share Index (€)</i>		40.9	-9.6	2.2
<i>FTSE All Share Index (£)</i>		30.2	-1.2	6.7
<i>FTSE ALL UK Gilt Index</i>		-1.2	5.5	5.0

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

(b) Total returns assume reinvestment of dividends and are quoted gross (do not account for dividend withholding tax that is deducted at source).

(c) Mercer average is the average return of Irish group pension managed funds. However, the asset base of the Mercer average differs materially from that of the Clergy Pensions Fund and is therefore provided for information only and is not intended to represent a benchmark for the Clergy Pensions Fund which is passively managed and tracks specified market indices.

APPENDIX D

SOCIALLY RESPONSIBLE INVESTMENT

**ANNUAL REVIEW AND REPORT OF THE INVESTMENT COMMITTEE
TO THE REPRESENTATIVE CHURCH BODY (DECEMBER 2009)**

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

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

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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.

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APPENDIX E

GENERAL UNIT TRUSTS

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

YEAR ENDED 30 JUNE 2009

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THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2009

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 income 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

IRELAND

Economies across the globe entered into one of the worst economic downturns since the 1930's as liquidity in the financial markets dried up and corporate earnings came under severe pressure. The Irish equity market, which fell by 48.1%, was one of the poorest performers (with its high concentration in financial and construction stocks) as it had to contend with its own issues including the crash in the domestic property market. The Central Bank in July 2009 forecast GDP contraction of 8.3% in 2009 and 3% in 2010. The retrenchment in economic activity has led to extreme downward momentum in the Irish labour market with unemployment expected to breach 13% in 2009 and deteriorate further in 2010.

The global financial sector came under severe and sustained pressure during the period; Irish banks significantly underperformed with the ISEQ Financials Index down 79.0% in capital terms. Persistent uncertainty surrounding the banks necessitated government intervention ultimately leading to the nationalisation of Anglo Irish Bank. Rising loan impairments and a marked loss of investor confidence saw the shares of Ireland's top banking institutions topple as many international investors withdrew from the market. The decision to set up NAMA (National Asset Management Agency) to buy impaired loans from the banks at discounted values, thus removing such loans from the banks' balance sheets and freeing them up to resume new lending, provided some support to the share prices although the actual discount level at which the loans will ultimately be transferred remains to be clarified.

Irish Treasuries also suffered during the period due to concern over Ireland's escalating debt and uncertainty. Despite the Government's efforts to contain the budget deficit and restore stability to the banking sector, Standard & Poor's lowered its long term sovereign credit rating on Ireland from AAA to AA with a negative outlook. The ISEQ Bond Index returned 5.2% in the year to 30 June 2009 compared with a 12.9% return from the FTSE All UK Gilts and 10.31% from the FTSE Euro Corporate Bond Index.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER'S REPORT
YEAR ENDED 30 JUNE 2009

EUROPE

European equity markets (like other global markets) experienced a substantial sell-off over the period with the DAX (Germany), the CAC40 (France) and the DJ Eurostoxx 50 returning -25.1%, -29.2% and -28.4% respectively in capital terms.

The ECB responded to the recession by reducing interest rates by a cumulative 400 basis points to 1.0% over the financial year (a historic low for Eurozone interest rates) which troughed at 2% in the previous cycle in 2003-2005. Measures have been taken to provide liquidity to the banking system and to restore credit to households and businesses. Eurozone GDP contracted significantly; down 2.5% in the three months to March 2009 (4.9% year-on-year) marking the fourth consecutive quarter of GDP decline and indicating severe recession.

There have been some signs that the downturn in economic activity has lost its intensity and recent data for services and manufacturing PMIs (Purchasing Managers Indices) have experienced some positive progression along with minor up-ticks in consumer sentiment indices. Although these indices have shown some improvement they are still at recessionary levels and do not indicate any imminent return to economic growth.

The Euro strengthened against sterling over the period by approximately 7.6% which had a negative impact on the portfolio.

Oil opened the year strong at \$140.64 per barrel; however prices had declined by 50% to approximately \$70 per barrel at 30 June 2009 due to falling consumption levels resulting from the global economic downturn. A gradual price recovery has been in prospect since early February after boosts from OPEC supply cuts and stronger expected economic activity in Asia.

UK

The FTSE 100 fell by 24.5% in capital terms over the twelve months under review. Like their Irish and European counterparts financial stocks were amongst the weakest performers as evidenced by the decline of 44.7% (in euro terms) in the FTSE UK Banks Index. The UK Government was forced to intervene and took control of Royal Bank of Scotland and Lloyds TSB (following its merger with HBOS).

The Bank of England responded to the recession in the UK by reducing interest rates by a cumulative 450 basis points to 0.5% over the financial year and embarking on a programme of asset repurchases (quantitative easing), financed by the issue of Treasury Bills, to inject some liquidity into credit markets.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2009

The FTSE All UK Gilts Index returned 12.9% over the period, outperforming the iBoxx Non Gilt Index (sterling corporate bonds) which returned -4.2%. Risk aversion was the abounding theme as investors, spooked by the raft of corporate failures, flocked to the government bond market sending yields spiralling downwards.

Although the UK housing market remained on a predominantly downward trajectory throughout the period there have recently been some tentative signs of a slowdown in negative movements. The Royal Institute of Chartered Surveyors (RICS) survey showed an easing in the pace of decline for four consecutive months to May 2009; price expectations are in positive territory for the first time since May 2007 and demand/supply dynamics have also improved.

Despite positive momentum in markets since March the economic environment remains weak with the IMF continuing to lower its GDP predictions (now -4.2% for the UK in 2009).

KEY CHANGES TO THE PORTFOLIO

Following continued weakness in the Irish financials and in light of the fact that these assets no longer provide dividend income, the Fund reduced its holding in AIB, Bank of Ireland and Irish Life & Permanent. Positions in select European Financials including Danske Bank, Swedbank and DNB Nor were also sold.

During the period the Fund moved to take advantage of depressed markets and became buyers of undervalued European Blue Chips with relatively stable dividends. New positions were taken in KPN (Dutch Telecom Operator), Sanofi Aventis (Global Pharmaceuticals), and Endesa (Spanish Utility) while there were additions to existing positions in Royal Dutch Shell and BP (UK Oil Majors), Telefonica and Nokia (Telecom Operators), Tesco (UK Retailer), GlaxoSmithKline (UK Pharmaceutical), E.ON (German Utility), and BHP Billiton (UK Miner).

In response to a marked decline in corporate dividend payments, the Fund increased its weighting towards fixed income securities in an effort to de-risk the portfolios and lock in income. A number of investment grade corporate bonds and Irish treasuries were added over the period with yields ranging from 4.6% to 9.3%.

The proportion of the Fund invested in fixed income and cash as at 30 June 2009 is 31% (2008: 24%).

PERFORMANCE

During the period under review the capital value of the Fund fell by 33.5% while the total return (capital and income) was -30.3%.

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THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT
YEAR ENDED 30 JUNE 2009

Annualised Total Returns:

	1 Year	3 Years	5 Years	10 Years
ISEQ Overall	-46.6%	-26.9%	-10.9%	-3.4%
ISEQ Financial	-78.6%	-52.7%	-30.1%	-12.4%
FTSE All-Share (€)	-26.3%	-12.7%	-1.7%	- 2.4%
DJ Eurostoxx 50	-25.0%	-9.5%	0.5%	-1.6%
ISEQ Bond Index Total	5.2%	3.1%	3.6%	N/A
RB General Unit Trust (RI)	-30.3%	-16.6%	-4.0%	0.2%

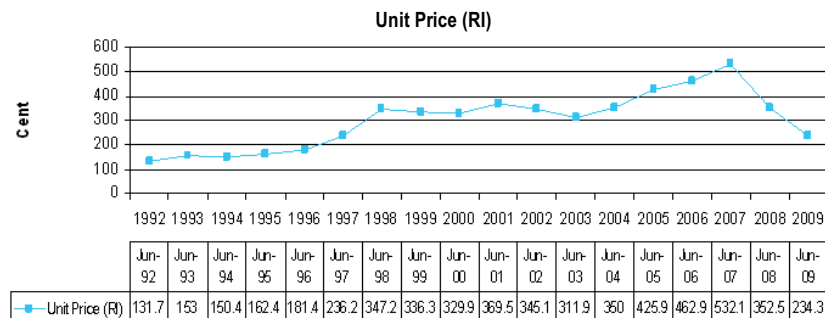
In what was a difficult year for global equities, the weighting in financials, in particular, detracted from Fund performance. Weak price returns from Irish, UK and European Financials hurt the Fund with price declines of up to 83%.

Resource stocks gave a lacklustre performance over the period due to falling industrial demand. Mining companies Rio Tinto and BHP Billiton declined by 57.6% and 29.0% respectively, with UK Gas Company BG losing 22.1%.

On a positive note, UK Retailers Kingfisher and Home Retail rebounded strongly returning 58.3% and 19.3% respectively. In Ireland house builder Abbey defied the negative trend returning 17.4% while food company Aryzta closed the period flat. CRH outperformed the ISEQ index returning -3.7% in capital terms.

A long term outlook is maintained, with the Fund continuing to favour companies with strong balance sheets, solid management teams, and sound long term growth strategies. All companies must comply with the Representative Church Body’s Socially Responsible Investment Policy.

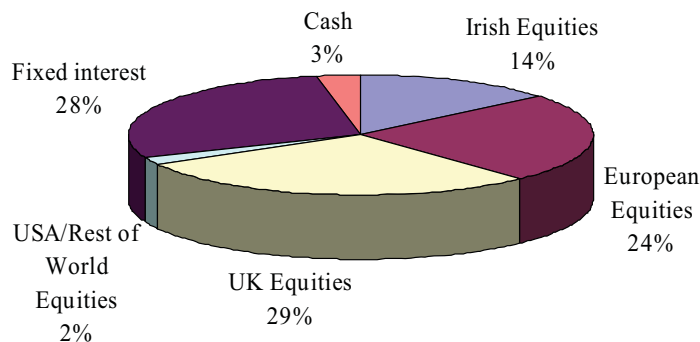
The historic price of a unit is detailed in the below chart.



THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT
YEAR ENDED 30 JUNE 2009

TRUST ASSET DISTRIBUTION

The investment profile in terms of distribution of the assets (by value) at 30 June 2009 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account was €122,164,032. Of this figure, the value of euro denominated securities (including some international securities) plus cash held by the Trust was €79,971,767 (65% of the total Fund value).

The value of the UK holdings (denominated in sterling) including sterling cash was £35,952,029 (35% of the Fund). The closing exchange rate was €/Stg. 0.8521 (2008: 0.7922).

The ten largest equity holdings at 30 June 2009 were:

	% of Fund		% of Fund
1. CRH	6.1%	6. Royal Dutch Shell	2.3%
2. Total	4.6%	7. BG Group	2.3%
3. E.ON	3.6%	8. BP	2.2%
4. BHP Billiton	2.4%	9. GlaxoSmithKline	1.7%
5. ENI Spa	2.4%	10. Scottish & Southern Energy	1.6%

INCOME DISTRIBUTION TO UNIT HOLDERS

Due to the magnitude of dividend cuts and omissions, the Trust had no option but to decrease its interim distribution from 6.0 cent to 5.0 cent and its final distribution from 11.1 cent to 7.8 cent. This level of reduction was necessary (despite the decision by the Trustee to supplement the projected income of the Fund by beginning to draw on the Dividend Equalisation Reserve) due to the scope and breadth of dividend cuts by companies across a variety of sectors and geographies.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER’S REPORT

YEAR ENDED 30 JUNE 2009

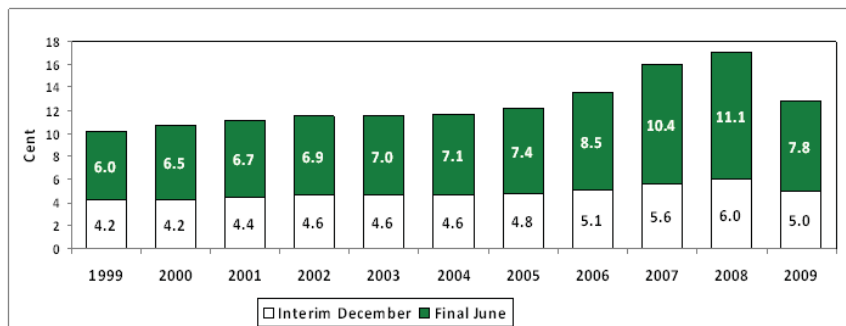
This amounts to a 25% reduction in the full year distribution to 12.8 cent (2008: 17.1 cent) for the unit trust year ending 30 June 2009. The balance in the Reserve at the financial year end was €2,276,855 (2008: €3,132,770).

This cut in distributions has serious implications for unitholders; however, every effort is being made to try to ensure that any further reduction in distribution rates can be kept to a minimum.

Based on the value of a unit at 30 June 2009 of €2.343, and a full year distribution of 12.8 cent, the distribution yield was 5.4%. (The comparative figures for 30 June 2008 showed a yield of 4.8% based on a unit value then of €3.525 and a full year distribution of 17.1 cent).

The environment for corporate dividends is expected to remain difficult in 2010, thus steps have been taken to support income through a number of channels; the weighting in fixed income securities has been increased and additions have been made to equities which appear to be committed to preserving dividend payments. At the same time, the Trustee is mindful that the underweight position in sectors which omitted/reduced dividends may result in the Fund being underexposed to any rebound and capital appreciation in these areas.

Income Distributions (1999 – 2009) - Financial Year-end 30 June



INPUTS INTO FUND

There were net inputs of €475,981 into the Fund for the twelve months, reflecting new cash of €890,997 less redemptions of €415,016.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER'S REPORT
YEAR ENDED 30 JUNE 2009

OUTLOOK

Although the pace of economic decline appears to be slowing slightly, the rally enjoyed by global markets from March to early June may come under pressure as Q1 GDP numbers from the US were worse than expected and unemployment numbers remain weak. Depressed labour markets are likely to be a feature of the remainder of 2009 and 2010 exerting pressure on consumer spending which will in turn weigh on demand/supply dynamics in the economy in general.

All in all, another difficult year for equity markets is envisaged with continued pressure on corporate dividends and earnings. The outlook remains quite cautious; however the Fund is defensively positioned to limit further downside with regard to income (with a further element of income protection from the increased weighting in fixed income securities) and to weather further volatility expected in equity markets. Should a recovery take place the Fund is well positioned for the longer term although may lag due to a lower exposure to financials and cyclicals which are higher risk and presently offer limited dividend income.

PM TALBOT
Head of Investments
14 October 2009

Representative Church Body – Report 2010

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2009

	30-Jun-09 €'000	30-Jun-08 €'000
Income	6,170	10,303
Expenses	(1)	(1)
Net income	<u>6,169</u>	<u>10,302</u>
Net (losses) / gains on investment activities		
- Net realised (losses) / gains	(24,791)	3,704
- Net change in unrealised (losses) on euro investments	(24,053)	(74,372)
- Net change in unrealised (losses) on sterling investments	(8,361)	(10,884)
- Net change in currency exchange (losses)	(4,056)	(11,564)
Total return of the financial year	<u>(55,092)</u>	<u>(82,814)</u>
Distributions	(7,025)	(9,287)
Net (decrease) in net assets from investment activities	<u>(62,117)</u>	<u>(92,101)</u>
Transfer from / (to) dividend equalisation reserve	856	(1,015)
Transfer of realised losses from / (gains to) trust capital account	24,791	(3,704)
Transfer of unrealised losses from trust capital account	32,414	85,256
Transfer of unrealised exchange losses from trust capital account	4,056	11,564
	<u>-</u>	<u>-</u>

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date: 14 October 2009

Representative Church Body – Report 2010

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
BALANCE SHEET AS AT 30 JUNE 2009

	30-Jun-09 €'000	30-Jun-08 €'000
Investments	117,896	168,730
Current assets		
Debtors	6,942	1,194
Cash at bank	4	16,239
	<u>6,946</u>	<u>17,433</u>
Current liabilities		
Creditors (amounts falling due within one year)	401	81
	<u>401</u>	<u>81</u>
Net current assets	6,545	17,352
Total assets	<u>124,441</u>	<u>186,082</u>
Trust capital fund	<u>124,441</u>	<u>186,082</u>

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date: 14 October 2009

Representative Church Body – Report 2010

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
STATEMENT OF CHANGES IN NET ASSETS

	30-Jun-09 €'000	30-Jun-08 €'000
Net income	6,169	10,302
Net (losses) on investment activities	(57,205)	(81,552)
Net (losses) on currency movements	(4,056)	(11,564)
	<hr/>	<hr/>
Total return for the financial year	(55,092)	(82,814)
Distributions	(7,025)	(9,287)
Proceeds from units issued	891	1,721
Cost of units redeemed	(415)	(1,504)
	<hr/>	<hr/>
Net (decrease) in net assets from unit transactions	(61,641)	(91,884)
Net assets		
At beginning of year	186,082	277,966
	<hr/>	<hr/>
At end of year	124,441	186,082
	<hr/>	<hr/>

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date: 14 October 2009

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2009

FUND OBJECTIVES

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

MARKET REVIEW

The UK equity market, as was the case globally, experienced a substantial sell-off during the period with the FTSE 100 Index falling 24.5% in capital terms. Economies across the globe entered into one of the worst economic downturns since the 1930's as liquidity in the financial markets came to a standstill and corporate earnings came under severe pressure. Financial stocks in particular suffered and the UK Government was forced to take control of Royal Bank of Scotland and Lloyds TSB (following its merger with HBOS).

The Bank of England responded to the recession in the UK by reducing interest rates by a cumulative 450 basis points to 0.5% over the financial year and embarking on a programme of asset repurchases (quantitative easing), financed by the issue of Treasury Bills, to inject some liquidity into credit markets.

The FTSE All UK Gilts Index had a total return of 12.9% over the period, outperforming the iBoxx Non Gilt Index (sterling corporate bonds) which returned -4.2%. Risk aversion was the abounding theme as investors spooked by the raft of corporate failures flocked to the government bond market sending yields spiralling downwards.

Although the housing market remained on a predominantly downward trajectory throughout the period there have recently been some tentative signs of a slowing in the rate of decline. The Royal Institute of Chartered Surveyors (RICS) survey showed an easing in the pace of decline for four consecutive months to May 2009; price expectations are in positive territory for the first time since May 2007 and demand/supply dynamics have also improved.

Despite positive momentum in markets since March the economic environment remains weak with the IMF continuing to lower its GDP predictions (now -4.2% for the UK in 2009).

KEY CHANGES TO THE PORTFOLIO

Due to continued weakness in the UK banking sector and speculation on nationalisations the Fund reduced its holding in UK financials disposing of its position in Lloyds TSB. Plumbing and Building Materials distributor Wolseley was also disposed of during the period due to the continued decline in its markets and over-exposure to the weakening US residential markets impacting the outlook for earnings and future dividend prospects.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2009

A significant decline in corporate dividends and elevated levels of volatility led the Fund to increase its allocation towards fixed income securities to provide increased security of income. A number of investment grade sterling corporate bonds were added over the period with yields ranging from 5.3% to 8.9%.

Depressed markets throughout the period led to buying opportunities for oversold quality equities with relatively secure revenue streams and reasonably strong balance sheets. The Fund added to positions in Royal Dutch Shell and BP (UK Oil Majors), Tesco (UK Retailer), Diageo (UK Beverages), Scottish & Southern (UK Utility) and BHP Billiton (Global Miner).

The increased bond allocation will provide added certainty over income amid expectation of further dividend cuts, while adding to core equity holdings at depressed levels will position the Fund for growth when equity markets rebound. The proportion of the Fund invested in fixed income and cash as at 30 June 2009 was 30% versus 2008 levels of 22%.

PERFORMANCE

During the period under review the capital value of the Fund fell by 17.7% while the total return (capital and income) was -13.5%.

Benchmark Annualised Total Returns:

	1 Year	3 Years	5 Years	10 Years
FTSE 100	-20.9%	-6.4%	2.8%	-0.7%
FTSE All UK Gilts	12.9%	6.0%	6.0%	5.5%
RB General Unit Trust (NI)	-13.5%	-3.6%	5.4%	4.4%

The exposure to fixed income and the weighting in cash helped the Fund's performance in what was a very difficult year for equity markets. Financial stocks were amongst the worst performers globally and UK banks were no exception with Royal Bank of Scotland, HSBC and Standard Chartered falling 81.6%, 25.7% and 8.9% respectively on capital concerns.

Resource stocks also fell heavily over the period on account of falling industrial demand. Mining stocks Rio Tinto and BHP Billiton declined by -57.6% and -29.0% respectively, with UK gas company BG losing 22.1%. Fund performance was also hurt by positions in UK Property companies Hammerson and Land Securities, which were impacted by the slowdown in the UK housing market and lack of new mortgage approvals by the UK banks as the credit supply dwindled.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

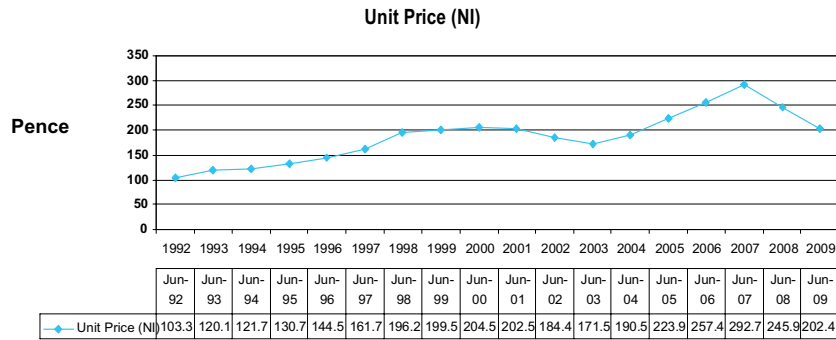
INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2009

On a positive note, UK Retailers Kingfisher and Home Retail rebounded strongly and returned 58.3% and 19.3% from an admittedly low base. Financial Services Group Experian also defied the negative trend returning 21.5%. Whilst share prices in GlaxoSmithKline, Diageo, Compass and Pearson fell, they fell less than the overall market and contributed to performance on a relative basis.

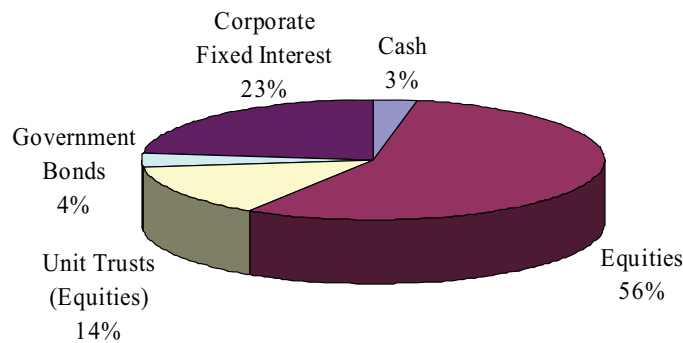
A long term outlook is maintained, with the Fund continuing to favour companies with strong balance sheets, solid management teams, and sound long term growth strategies. All companies must comply with the Representative Church Body's Socially Responsible Investment Policy.

The historic unit price is detailed in the below chart.



TRUST ASSET DISTRIBUTION

The investment profile in terms of distribution of the assets (by value) at 30 June 2009 is displayed in the following chart:



THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2009

The market value of the investments, including the value of the capital deposit account was £25,490,744 at 30 June 2009.

The ten largest equity holdings at 30 June 2009 were:

	% of Fund		% of Fund
1. BHP Billiton	5.4	6. Scottish & Southern Energy	2.9
2. BP	4.7	7. Diageo	2.7
3. BG Group	4.0	8. Alliance Trust	2.4
4. Royal Dutch Shell	3.9	9. AMEC	2.2
5. GlaxoSmithKline	3.8	10. HSBC Holdings	1.7

INCOME DISTRIBUTION TO UNIT HOLDERS

The Trust maintained its interim distribution at 4.3 pence and its final distribution at 6.4 pence. While many UK companies either cut or omitted their dividends the Trustee has been able to distribute a flat total income payment of 10.7 pence per unit, for the unit trust year ending 30 June 2009, by drawing on the dividend equalisation reserve. The balance in the Reserve at the financial year end was £258,591 (2008: £360,616).

Based on the value of a unit at 30 June 2009 of £2.024, and a full year distribution of 10.7 pence, the distribution yield was 5.3%. (The comparative figures for 30 June 2008 showed a yield of 4.3% based on a unit value then of £2.459 and a full year distribution of 10.7 pence).

Dividends for UK companies are now concentrated in the Utility, Oil & Gas and Pharmaceutical sectors. This narrowing of the dividend pool is being continuously monitored for any signs of potential reductions to dividends in these sectors which may require action to be taken. In general, the outlook for corporate dividends remains bleak; therefore steps have been taken to support income through increasing the weighting towards fixed income instruments and adding to high quality equities committed to preserving dividend payments. This must be balanced with the expectation that some of the sectors which have reduced/omitted dividends may rebound and provide potentially superior capital growth.

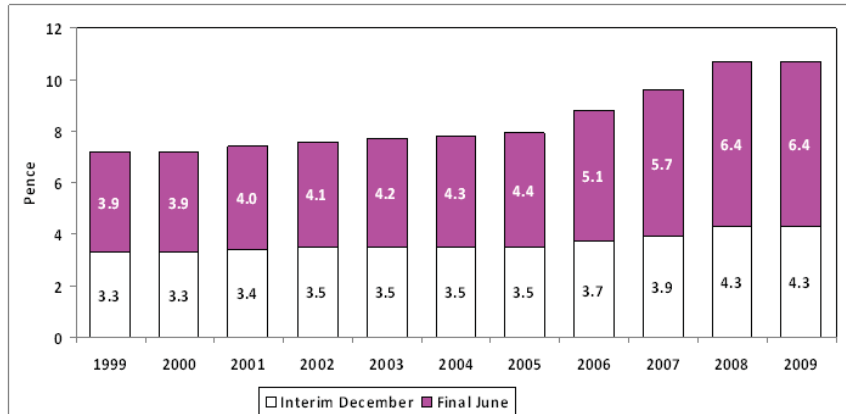
The Trustee is seeking to maintain the current income distribution levels for the year ended 30 June 2010.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER’S REPORT

YEAR ENDED 30 JUNE 2009

Income Distributions (1999 – 2009) - Financial Year-end 30 June



INPUTS INTO FUND

There were net inputs of €1,789,347 into the Fund for the twelve months, reflecting new cash of €2,112,763 less redemptions of €323,416.

OUTLOOK

Recent UK surveys have shown a moderation in the pace of economic decline; consumer and business confidence readings have become less negative and Purchasing Managers Indices (PMIs) are pointing to less steep declines in manufacturing and construction. The period of sharp destocking appears to have run its course therefore the uptick in orders and output would be expected, although possibly not sustainable. While the UK is expected to show positive GDP growth in 2010 (IMF: 0.2%), unemployment levels and the resulting decline in consumer spending will likely continue to weigh on the economy in the year to come.

The outlook remains quite cautious; however the Fund is defensively positioned to limit further downside with regard to income (with a further element of income protection from the increased weighting in fixed income securities) and to weather further volatility expected in equity markets. Should a recovery take place the Fund is well positioned for the longer term although may lag due to a lower exposure to financials and cyclical which are higher risk and presently offer limited dividend income.

PM TALBOT
 Head of Investments
 14 October 2009

Representative Church Body – Report 2010

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2009

	30-Jun-09 £'000	30-Jun-08 £'000
Income	1,263	1,373
Expenses	(1)	(2)
Net income	<u>1,262</u>	<u>1,371</u>
Net (losses)/gains on investment activities		
- Net realised gains	(1,368)	832
- Net change in unrealised (losses)	(3,792)	(6,327)
Total return for the financial year	<u>(3,898)</u>	<u>(4,124)</u>
Distributions	(1,364)	(1,320)
Net (decrease) in net assets from investment activities	<u>(5,262)</u>	<u>(5,444)</u>
Transfer from (to) dividend equalisation reserve	102	(51)
Transfer of realised losses from/(gains to) trust capital account	1,368	(832)
Transfer of unrealised losses from trust capital account	3,792	6,327
	<u>-</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>-</u></u>

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date: 14 October 2009

Representative Church Body – Report 2010

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

BALANCE SHEET AS AT 30 JUNE 2009

	30-Jun-09 £'000	30-Jun-08 £'000
Investments	24,698	26,182
Current assets		
Debtors	1,091	125
Cash at bank	-	2,916
	<u>1,091</u>	<u>3,041</u>
Current liabilities		
Creditors (amounts falling due within 1 year)	39	1
	<u>39</u>	<u>1</u>
Net current assets	1,052	3,040
Total fund net assets	<u>25,750</u>	<u>29,222</u>
Trust capital fund	<u>25,750</u>	<u>29,222</u>

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date:

14 October 2009

Representative Church Body – Report 2010

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
STATEMENT OF CHANGES IN NET ASSETS

	30-Jun-09 £'000	30-Jun-08 £'000
Net income	1,262	1,371
Net (losses) on investment activities	(5,160)	(5,495)
	<hr/>	<hr/>
Total return for the financial year	(3,898)	(4,124)
Distributions	(1,364)	(1,320)
Proceeds from units issued	2,113	456
Cost of units redeemed	(323)	(376)
	<hr/>	<hr/>
Net (decrease) in net assets from unit transactions	(3,472)	(5,364)
Net assets		
At beginning of year	29,222	34,586
	<hr/>	<hr/>
At end of year	25,750	29,222
	<hr/> <hr/>	<hr/> <hr/>

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date: 14 October 2009

APPENDIX F

**RULES GOVERNING REMUNERATION, EXPENSES
AND OTHER MATTERS RELATING TO PAYMENTS TO
PERSONS SERVING IN THE AUXILIARY MINISTRY**

Explanatory Memorandum

Canon 34(5) of Chapter IX of the Constitution of the Church of Ireland states that a person who has served in the auxiliary ministry for a period of not less than three years may apply to the bishop of the diocese to be paid for services rendered at the bishop's request.

The *Rules governing remuneration, expenses and other matters relating to payments to persons serving in the auxiliary ministry* ("the Rules") have been adopted to govern the practical implementation of Canon 34(5).

The Rules state that a contract for services shall be entered into between the bishop of the diocese and the person serving in the auxiliary ministry once it has been agreed that the person serving in the auxiliary ministry is eligible for payment under Canon 34(5) and it has been established that monies are available to pay that person at a diocesan level.

The Legal Department of the Representative Church Body has prepared a precedent contract for services which should be used in circumstances coming within the ambit of the Rules.

A member of the clergy in his or her capacity as such is not an employee. As such, a member of the clergy is not entitled to statutory leave such as holiday leave, sick leave or maternity leave. He or she is also responsible for discharging any taxes, including VAT if applicable, charges and levies arising from payments made pursuant to the Rules. A member of the clergy is generally required to register for VAT for making supplies of services, subject to his or her turnover exceeding certain thresholds. The most common thresholds are €37,500/£68,000 for the supply of services.

The Rules make no change to the position whereby persons serving in the auxiliary ministry are not eligible to participate in any pension scheme administered by the Church of Ireland Pensions Board or any successor thereto. This is stated at section 2(f) of Chapter XIV of the Constitution of the Church of Ireland and is restated at rule 10 of the Rules.

Rule 6 of the Rules states that payment for services provided under the contract for services shall be calculated pro rata to the number of sessions provided based on the current level of minimum approved stipend for incumbents. The following calculation shall be used:

Minimum Approved Stipend ÷ 52 weeks = Payment per week for 21 sessions completed

Payment for 21 sessions completed ÷ 21* x number of sessions completed = payment

* (max number of sessions for calculation purposes only)

The Representative Church Body – Report 2010

For example, the current level of minimum approved stipend for incumbents in the Republic of Ireland as at 31st December 2008 is €36,219 per annum. If a person to whom the contract for service applies completes 12 sessions per week, he or she would be entitled to the following weekly payment:

$$€36,219 \div 52 = €696.52$$

$$€696.52 \div 21 \times 12 = €398.01$$

Each week will be calculated separately if the number of sessions completed varies and payments will be made monthly in arrears by the Diocesan Council or Select Vestry as applicable based on invoices submitted to the bishop, or the person appointed by the bishop for this purpose, by the person serving in the auxiliary ministry.

Rules governing remuneration, expenses and other matters relating to payments to persons serving in the auxiliary ministry

These Rules were adopted by the Representative Church Body (“the RCB”) on 16 February 2010 following approval by the Standing Committee of the General Synod and shall remain in force unless amended by resolution of the RCB previously approved by the Standing Committee of the General Synod.

1. Persons who serve in the auxiliary ministry (as referred to in Canon 20(c) of Chapter IX of the Constitution of the Church of Ireland) for a period of not less than three years may receive payments which shall be governed by a contract for services made between the bishop of the diocese and the person subject to the provisions of Canon 34(5) of Chapter IX of the Constitution of the Church of Ireland.
2. Prior to any contract for services being entered into, the diocesan council and the select vestry (if the select vestry has a direct role in the allocation of finances) shall have reported to the bishop that they are satisfied financial arrangements are in place to discharge all payments to the person under the contract for services.
3. Services shall be provided in the form of sessions and sessions shall be defined as the morning, afternoon and evening periods. For the purpose of calculating the rate per session, there shall be a maximum of 21 sessions per week.
4. The minimum number of sessions to be provided by persons who serve in the auxiliary ministry shall not be less than 6 sessions per week.
5. The maximum number of sessions to be provided by persons who serve in the auxiliary ministry shall not exceed 14 sessions per week.
6. Payment for services shall be calculated pro rata to the number of sessions provided based on the Minimum Approved Stipend for incumbents as may be fixed from time to time by the General Synod.

The Representative Church Body – Report 2010

7. Payment shall be for actual services provided by way of sessions completed.
8. Travelling expenses shall be reimbursed for actual expenses incurred or, if travelling by car, shall be determined by the diocesan council in accordance with the official rates of locomotory expenses fixed by the RCB.
9. The contract for services entered into under these Rules shall terminate upon the person who serves in the auxiliary ministry reaching the age appointed for retirement as provided for under Section 36(1) of Chapter IV of the Constitution of the Church of Ireland.
10. Payments to persons who serve in the auxiliary ministry under these Rules shall not confer any entitlement to participate in any pension scheme administered by the Church of Ireland Pensions Board or any successor thereto.

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APPENDIX G

CHURCH FABRIC FUND – GRANTS ALLOCATED DURING 2009

Diocese	Church	Amount		
		£	€	
Armagh	Aghavilly	2,000		
	Moy	13,000		
	Tullanisken	7,600		
Clogher	Clogh	500		
	Clones		1,000	
	Kiltyclogher		6,593	
	Slavin	5,100		
Derry	Camus-Juxta-Mourne	15,000		
	Clooney	11,000		
	Kilrea	19,000		
Raphoe	Tullyaughnish		10,800	
Connor	Belfast, St Aidan's	14,000		
Kilmore	Killinkere		1,500	
	Killoughter		5,000	
	Kilmore Cathedral		8,150	
	Killesherdoney		1,500	
Tuam	Kilcummin		5,250	
Killala	Castleconnor		500	
	Kilmoremoy		500	
Dublin	Crumlin		2,200	
Glendalough	Irishtown		10,000	
	Celbridge		750	
	Meath	Enniskeen		1,500
		Kentstown		1,000
		Kilcleagh		1,600
		Rathgraffe		1,250
		Syddan		5,000
Templemore			3,250	
Cashel	New Ross		3,000	
Ferns	Rushbrooke		5,000	
Cloyne				
	St Patrick's Cathedral, Dublin		7,000	
		<u>87,200</u>	<u>82,343</u>	

APPENDIX H

**ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE
REPRESENTATIVE CHURCH BODY LIBRARY, 2009**

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

1. ARCHIVES

(i) Parish Records

Aghadrumsee (Clogher)

Drumsnatt: regs, vestry bks, reg of vestrymen, preachers' bk, 1796-1977

Ardamine (Ferns)

Ardamine: regs, vestry bks, preachers' bk, 1811-2008

Castle Ellis: account bks, preachers' bk, 1864-78

Donamore: regs, vestry bk, 1807-2007

Kilmuckridge: regs, account bk, preachers' bks, 1873-2007

Kilnamanagh: regs, vestry bk, preachers' bk, 1808-2009

Kiltennel: regs, vestry bks, account bk, preachers' bk, 1806-2008

Monamolín: regs, vestry bk, reg of vestrymen, 1838-2008

Bailieborough (Kilmore)

Bailieborough: marriage reg, reg of vestrymen, 1870-2007

Knockbride: marriage reg, reg of vestrymen, 1870-2008

Mullagh: marriage reg, reg of vestrymen, 1870-2007

Shercock: marriage reg, reg of vestrymen, 1889-2002

Bandon (Cork)

Rathclaren: regs, 1846-2007

Cobh & Glanmire (Cloyne)

Cahirlag: deed, 1734

Carrigtwohill: vestry bk, account bk, preachers' bks 1874-1994

Kilroan: vestry bk, 1913-59

Little Island: reg of vestrymen; account bk, papers, 1844-1904

Mogeesha: vestry bk, reg of vestrymen, 1845-80

Rathcooney: vestry bks, regs of vestrymen, account bks, preachers' bks, records of parish organizations, arch. drawings, photographs, 1817-1998

Delgany (Glendalough)

Delgany: banns reg, annual reports, papers, 1837-1994

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Drogheda (Armagh)

Ardee: regs, vestry bks, reg of vestrymen, preachers' bks, arch. drawing, papers, 1761-2003

Beaulieu: marriage reg, 1982-2001

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Dunboyne (Meath)

Rathcore: reg of vestrymen, 1922-39

Ematris (Clogher)

Crossduff: preachers' bk, 1928-47

Fiddown (Lismore)

Fiddown, marriage reg, 1963-2007

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Julianstown (Meath)

Preachers' bk, 1971-2003

Killeshin (Leighlin)

Killeshin: reg of vestrymen, preachers' bk, 1870-2009

Killiney – Holy Trinity (Dublin)

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Moviddy (Cork)

Kilbonane: marriage reg, 1966-2007

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Mealiffe: marriage reg, 1846-84

Moyne: marriage reg, vestry bk, 1816-70

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(ii) General Synod Records

Hard Gospel Project records

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Caulfield, Richard (1823-87): notebook of copies of 17th cent. records of Holy Trinity, Cork

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Ellrington, CR; regius prof. of divinity, TCD: letter to archbishop Beresford, n.d.
Reynell, WA; antiquary: letter from, 1894
From J Gamble, Belfast.

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From Canon KM Poulton, Dublin.

Faull, Very Revd CA: sermons
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From Mr R Travers, Timoleague, Co. Cork.

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From Mrs P Bradley, Kilmacanogue, Co. Wicklow.

Harvey, Very Revd Brian (1916-2005): sermons, addresses, notebooks
From Canon Patrick Harvey, Abbeyleix.

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From Very Revd DSC Godfrey, Lucan, Co. Dublin.

MacCarthy, Very Revd RB: sermons 2009
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Sheppard, Canon PAG: licences, 1942-60
From Mrs Elizabeth Sheppard, Schull, Co. Cork.

Story, Revd LP; rector of Christ Church, Belfast, 1901-26: illuminated address from Christ Church, Belfast, 1906
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APPENDIX I

RESTORING THE SOLVENCY OF THE CLERGY PENSIONS FUND

**A REPORT BY THE WORKING GROUP ESTABLISHED BY
THE RCB EXECUTIVE COMMITTEE**

1. Background

- a. The actuary’s initial review of the Clergy Pensions Fund, prepared as at 30 Sept. 2009, was presented to the Church of Ireland Pensions Board (CPB) and to the Executive in November 2009. It identified that the CPF had failed to achieve the **Minimum Funding Standard (MFS)** as at that date.
- b. The MFS is a test of the “solvency” of a pension fund. (In other words a test as to whether the value of the scheme’s assets at that date are in excess of the value of the accrued benefits.)
- c. A pension fund meets the MFS when the net realisable value of the assets match, or is greater than the value of the contractual liabilities of the scheme as at that date.
- d. The National Pensions Board requires that each pension scheme be subject to such a formal MFS test as at the date of the actuarial valuation of that scheme.
- e. The National Pensions Board *prescribes* the basis on which MFS must be calculated. In other words the key financial assumptions on which the MFS is computed are in effect “given”.
- f. In November 2009 Mercer, actuaries to the CPF, reported that the MFS test of the CPF stood as follows:
 - Total value of the assets **at Sept. 2009** = €91m
 - Total value of the contractual liabilities* at that date = €134m
 - **Deficit as at Sept. 2009** = **€43m**
- * The above figures assume no future *discretionary increases* will be applied to CPF pensions in payment. (However statutory increases which apply to an element of NI pensions are factored in.)
- g. Sponsors of schemes which fail the MFS test are required by the National Pensions Board to put in place a “**Funding Proposal**” designed to restore the solvency of the scheme over a period of years.

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- h. While the published norm of the number of years a sponsor has in which to restore solvency is “3 years”, it has been established that the National Pensions Board will accept Funding Proposals which seek to restore solvency over a 10 year period.
- i. In relation to the CPF a Funding Proposal will have to be submitted to the Pensions Board by the end of 2010.

2. Developing a Funding Proposal for the CPF

- a. In November, following the actuaries’ presentation to the Executive Committee, a small working group comprising members of the Executive was established. This group was requested to identify a range of costed initiatives which could form the elements of a possible Funding Proposal.
- b. At its first meeting, the Working Group articulated and confirmed a key fact which has shaped its thinking and approach to developing a Funding Proposal, viz:-
 - Restoring the solvency of the CPF (i.e. putting in place a Funding Proposal designed to secure that the CPF passes the MFS in 10 years time) **can only be achieved through making increased contributions to the CPF** over that 10 year period. In other words, options, such as closing the CPF to new entrants, or changing the future benefit structure for members, **can have no effect on the current MFS deficit of €43m.**
- c. The actuaries, in their presentation to the Executive, quantified a Funding Proposal which would restore solvency to the CPF by 2019 (i.e. 10 years from 30 Sept. 2009).
- d. The figures they presented were as follows:-
 - **Projected position @ 2019** (note in 10 years time)
 - 1. Total projected MFS liabilities* = €170m
 - 2. Projected Assets = €115m
 - 3. MFS Deficit @ 2019 = €55m**
 - * The key point to remember here is that this figure assumes that **no discretionary increases are paid** to pensions in payment over the 10 year period.
- e. In order to make good the above deficit of €55m, the actuaries identified that **were additional contributions of €4m p.a.** paid into the CPF over the 10 year

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period (i.e. €40m in total), then the Projected Assets would equal €170m and the MFS would be satisfied by 2019.

- f. The WG is of the view that it is unrealistic to seek to freeze pensions for the 10 year period to 2019. However the WG recognises that there are additional costs were discretionary increases allowed during the period.
- g. The actuary has identified the **additional cost** of allowing discretionary increases to be applied to pensions during the Funding Proposal period. He has calculated that were such discretionary increases in pension to be in line with projected inflation over the period (i.e. in line with current practice up to a 5% cap), then **total additional contributions of €5.9m p.a. over 10 years** (i.e. €59m), would be required, rather than additional €4m p.a. (i.e. €40m) referred to in (2 (e) above).

3. Who should bear these additional costs?

- a. The WG feels that it is desirable to seek to apportion, in as fair a manner as possible, the costs of restoring the CPF's solvency, *across the various funders*.
- b. As at Jan 2010 the present the costs of financing the CPF, expressed as a %age of MAS, are apportioned as follows:

• Serving Clergy	7.6%	
• Dioceses/Parishes	<u>18.4%</u>	26.0%
• Central Funds		<u>8.2%*</u>
		34.2%

* In addition a capital injection of €5m from Central Funds is a commitment for 2010.

But as identified in 2(g) above on top of the above rates an additional €5.9m p.a. is required in addition to the above funding in order to restore the solvency of the CPF by 2019.

4. Determining a “fair” apportionment of the additional contributions required

- a. There is obviously a limit to how much additional financial burden can be imposed on the serving clergy and on the Dioceses/Parishes and on Central Funds.
- b. Consider Central Funds firstly. The current global financial crisis has resulted in a serious drop in investment income earned by the RCB. In order

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to seek to redress the RCB's current mismatch between income and expenditure, cut-backs to the RCB's cost base are already being implemented and reductions to the general allocation the RCB makes to fund the wider ministry of the Church. While a €5m capital injection into the CPF from General Funds has already been committed to in 2010, any further reduction in RCB General Funds will further exacerbate the RCB's financial position and further increase its operating deficit. Were this to happen, further significant cut-backs in RCB costs (through staff reductions) and further reductions in allocations to the wider ministry of the Church will follow. The question is what level of cut-backs are capable of being accommodated without changing the total nature of the ministry of the Church of Ireland?

- c. In the same way, were the additional €5.9m p.a. to be loaded onto the Serving Clergy/Dioceses/Parishes, the CPF funding rate *would rise to 61% of MAS* – again an obviously unsustainable figure and one which could not be borne by Serving Clergy/Dioceses/Parishes.
5. There is an additional consideration here when one considers making further increases to the funding cost being borne by Serving Clergy/Dioceses/Parishes. As we have identified in 2(g) a significant element of the additional contribution of €5.9m p.a. is represented by our desire to grant discretionary increases to pension in payment over the 10 years. The WG feels that there is questionable equity if one were to ask serving clergy to pay for the cost of awarding discretionary increases to pensions in payment. In other words in developing the Funding Proposal the WG felt it is appropriate that pensioners should “pay” something towards seeking to sustain the cost of pension increases.

6. The WG's approach to developing a Funding Proposal

The WG approached the development of a viable **Funding Proposal** on an incremental basis as set out in the following steps:-

- a. It was determined firstly that it is desirable that the CPF Defined Benefit scheme be kept open as it is of key benefit to clergy welfare. In addition, as was stated at the outset, even if the scheme were to be closed today, significant additional funding is still required to secure its solvency (see Section 1(f) earlier).
- b. Working with the RCB's Head of Finance, the impact on the CPF's solvency and on the continued viability on the RCB itself, of various levels of capital injections from Central Funds into the CPF, was explored. Following this analysis it was readily established that, from the CPF's perspective, additional capital injections to the CPF in the early years of the Funding Proposal were most beneficial.

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- c. The following schedule of capital injections from Central Funds is proposed by the WG. (It is recognised that such capital payments from General Funds would, however have a further significant impact on the RCB's activities):-

• 2010	€5m + €1.2m *
• 2011	€5m + €0.95m *
• 2012	€5m + €0.70m *
• 2013	€5m + €0.45m *
• 2014	€5m + €0.2m *

* These additional sums represent the phasing out of financial support from Central Funds. In 2015 it is assumed that future annual financial support from Central Funds will cease. Under the above scenario, by the end of 2014 the spending capacity of total Central Funds will have been reduced by some €1.2m below its current level. An illustration of the impacts of reductions in RCB costs and/or reductions in allocations is shown at **Appendix 1**.

- d. **It is further proposed that the aggregate contribution for serving clergy/Dioceses/Parishes be increased from 26% to 30% in January 2011** (The split as between these groups has not been determined) *and*
- e. **In addition, in 2015 it is proposed that this total contribution rate would be increased to 34%.**
- f. It is also assumed that, in the light of the current funding position, and having regard to the levels of deflation currently being experienced in both the Republic and until recently in Northern Ireland, there will be no increases in MAS, nor would any discretionary pension increases be granted in years 2010 and 2011.
- g. For the residual period of the Funding Proposal, i.e. 2012 to 2019, it is assumed that **Pensionable MAS** (see definition in **Appendix 2**) be increased at a rate equal to 1% less than inflation. This is intended to facilitate increases in pensions in payment over the period 2012 to 2019. It is expected that pension in payment increases will not be affordable to the level of increases in relevant cost of living indices. While these assumptions will mean that the purchasing power of clergy pensions will be eroded somewhat over the period, it is a mechanism through which both serving clergy and CPF pensioners can share in the "cost" of hopefully maintaining the existence of the valuable CPF Defined Benefit Scheme.

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- h. **In Summary** – the WG recommends to the Executive, the Funding Proposal described above in (a) to (g). The WG believes that were the above proposals adopted and implemented, then we would have developed a Funding Proposal which would likely be accepted by the National Pensions Board. The implementation of these proposals cannot be achieved without significant “pain” across all members of the Church and all aspects of Church life. However the “prize” is securing the future of the CPF Defined Pension Scheme. It is up to the Executive and ultimately the Synod to determine whether the “prize” is worth the “pain”.
- i. Overleaf we have set out, in summary form, a best estimate of the contribution each of the elements of the Funding Proposal is making towards bridging the deficit. (Please note that these figures are illustrative only as several of the elements interrelate to each other).

Report prepared by the CPF Solvency Working Group	20 January 2010
Adopted by the Executive Committee	26 January 2010
Reissued to include suggested presentational amendments	1 March 2010
Received and adopted by the Representative Church Body	9 March 2010

Summary Impact of the Elements of the Funding Proposal

A) Projected MFS Deficit @ 2019

assuming no discretionary pension increases (see page '2' para '2d') **€55m**

Actions to reduce projected MFS deficit @ 2019:

- i) Injecting some €27.5m from RB General Funds over first 5 years (€44m)
- ii) Increase funding rate at 2011 from 26% to 30% (€5m)
- iii) Increase funding rate at 2014 from 30% to 34% (€3m) (€52m)

Projected MFS deficit @ 2019 resulting from above €3m

This €3m deficit is within reasonably calculated margins of error, thus the above could form the basis for a satisfactory funding proposal to eliminate the MFS deficit.

B) Action to enable pension increases

- i) No discretionary increases in Pensionable MAS or pensions in payment in 2010/11
- ii) In period 2012 to 2019 constrain increases in Pensionable MAS to less than inflation

It is expected that the actions at B (i) and B(ii) would enable pension in payment increases from 2012 to 2019 at a rate slightly less than the rate of inflation.

C) Apportionment of cost

The actions at 'A' and 'B' effectively ensure that the cost of the additional funding is shared:

Cash injections -	RCB
Increased funding rate -	Members and parishes
Constrained increases in pensionable MAS -	Members
Increases in pensions in payment less than inflation -	Pensioners

Note – *for the reasons identified in 5 (i) the above figures are indicative only as their individual impact is difficult to isolate as their effects are interconnected.*

Appendix 1 - Impact of funding plan on RCB financing capability

A) Background

1. By capitalising the 2010 Allocation to the CPF through cash injections, and reducing the annual contribution only by the equivalent amount, the payments to the CPF are protected from the need to reduce costs to make the books balance.
2. The income of the RCB calculated in euro will record a fall of over 20% between 2008 and 2009 – in excess of €2m.
3. Without the support of other funds (Stipends Fund and the Royalties Fund) the RCB deficit for 2009, having provided for Allocations, would exceed €1m.
4. **The total of all operating costs and allocations combined, including the contribution to the CPF, would have to be cut by 13.7% in real terms (absorbing the effect of inflation over the years) to eliminate this deficit.**

If inflation was zero for 2010/2011 and at an average rate of 2.5% for 2012 to 2014, a real terms decrease of 13.7% would equate to an effective cut of c21%.

5. **If the RCB annual contribution to the CPF is maintained at 2010 allocations year levels, the resulting impact on other allocations spend, if no other change occurred, would be to require a real terms decrease of 17.9% as illustrated below.**

B) Financial summary

Fixing the amount of the RCB contribution to the CPF (as per (A) above) prior to cuts being made to expenditure would impact on other spend as follows:

	Allocations €'000	Operating €'000	Total €'000
i) Where CPF contribution is cut proportionate to cuts in other spend			
2009 est spend	4,714	2,559	7,273
Reduce by 13.7%	<u>648</u>	<u>352</u>	<u>1,000</u>
Revised spend	4,066	2,207	6,273
ii) Where CPF contribution is protected from cuts as proposed in the WG report			
2009 estimated outturn	3,615***	2,559	6,174
Reduce to eliminate deficit	<u>648</u>	<u>352</u>	<u>1,000</u>
Revised spend	*2,967*	2,207	5,174

*** Excludes allocation to CPF

Appendix 2

Pensionable MAS – to be known as Pensionable Stipend

- As seen from the Funding Proposal set out in Section 5, it is proposed that for the period of the Funding Proposal a new construct, *Pensionable Stipend*, be established.
- For funding proposal purposes, it is assumed that Pensionable Stipend would increase each year over the period 2012 to 2019, by the *lesser of* the movement in the relevant cost of living index in that year *less* 1% and the actual movement in MAS which may be proposed by the Stipends Committee. Pensionable Stipend would not decrease, year on year, even if the relevant cost of living index rose by less than 1%, or fell.
- This means that over this period up to 2019 pressures to increase MAS in line with other comparators in excess of the above, which the Stipends Committee and Synod might feel to be appropriate, would not de-rail the Funding Proposal.
- While it is accepted that the establishment of Pensionable Stipend is a somewhat less than ideal scenario, the WG proposes it as a better solution rather than seeking to contain MAS increases over the period to cost of living less 1%.

APPENDIX J

CLERGY PENSIONS FUND: FUNDING PROPOSAL – BACKGROUND AND IMPLEMENTATION

1. Background

- a. The triennial Actuarial Valuation of the Clergy Pensions Fund as at 30 September 2009 confirmed that the Fund did not satisfy the Minimum Funding Standard under Section 44 of the Pensions Act and that the funding agreement currently in place would not enable the standard to be achieved as planned by 30 September 2011.
- b. The Trustee of the Fund, being the RCB, is required to bring a revised Funding Proposal to the statutory Pensions Board by 31 December 2010.
- c. A revised funding proposal was brought to the Executive Committee, and reported to the Church of Ireland Pensions Board, in January 2010.
- d. The Funding Proposal, which has been endorsed by the Executive and approved by the CPB, is summarised in Attachment 1.**
- e. The CPF Solvency Working Group was asked by the Executive to consider how best the Funding Proposal, which is to be put to the National Pensions Board following the 2010 Synod and must be approved by that body before the end of 2010, is to be incorporated in, and/or referenced by Chapter XIV and the associated documentation to issue to the 2010 Synod.
- f. The implementation proposals set out in this paper have been approved by the Executive, and will be circulated to both the CPB and the RCB for their views on March 8th and on March 9th respectively.**
- g. The finally agreed version will then form the specification to be provided to the Bills Committee in relation to the detailed documentation to be incorporated in Chapter XIV and/or the associated Pensions Bill which is required to give effect to the agreed Funding Proposal.
- h. Subject to its approval by Synod, the Funding Proposal will be then formally documented by the Actuary, signed by the Trustee (currently the RCB) and by the sponsoring employer, (the RCB), and by the Actuary. It will then be submitted to the National Pensions Board for its formal approval.
- i. A Funding Proposal once agreed with the National Pensions Board forms an agreement between the sponsor of a pension plan and the trustee of a pension plan and the National Pensions Board. In effect it imposes obligations on these parties to honour the commitments set out in the Funding Proposal which are designed to restore the plan's solvency.

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- j. Were any party to fail to step up to its obligations as set out in the Funding Proposal, then the Trustee would be obliged to take action to seek to redress the position. For example were the RCB as sponsor to fail to make a capital injection in the specified year, the Trustee's likely course of action would be to firstly to seek the actuary's advice as to the implications of such an event and then to seek a remedy either through additional contributions from one or more parties and/or a reduction in benefits.
- k. It is planned that the Funding Proposal for the CPF will cover a 10 year period (in other words it will be designed to restore solvency of the scheme by 2019).
- l. Assuming that the National Pensions Board agrees to the CPF Funding Proposal, the actuary to the CPF will be required to carry out *annual reviews* of actual progress of the CPF against the plan. Such annual reviews or certificates will be in addition to the regular triennial actuarial valuations.

2. Responsibility for producing a funding proposal

- a. As can be seen from the above it is the Trustee of the CPF and the sponsoring employer, (which for the purposes of pensions legislation is the RCB), who will enter into a series of obligations to honour the Funding Proposal.
- b. Currently the Trustee of the CPF is the RCB. Subject to approval by the 2010 Synod of the changes to Chapter XIV which have already been identified and agreed by the RCB, with effect from 1 Jan 2011 this trusteeship will be transferred to a special purpose trustee company which will be totally owned and controlled by the RCB.

* **Note - All of which follows assumes that the totality of the detail of the Funding Proposal will be spelt out clearly in the RCB's Report to 2010 Synod and included in the Book of Reports.**

3. Considering The Key Elements of the Funding Proposal

- a. In considering how each element of the Funding Proposal is best dealt with in either Chapter XIV and/or the associated Bill, three potentially conflicting objectives were considered:
 - i. Are they sufficiently robustly specified in order that the Funding Proposal is acceptable to the National Pensions Board?
 - ii. Are they sufficiently robustly defined to ensure that the relevant parties know at the outset (and recall during a 10 year period) what they are committed to?
 - iii. Subject to (i) and (ii) above, have we maximised the amount of flexibility in relation to each of the obligations of each of the parties, to

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accommodate the fact that economic and financial circumstances will vary over the 10 years of the Funding Period?

- b. In the light of the above, we have therefore considered, with input from Mercers, (who as Actuary to the fund will also be required to sign the Funding Proposal), which elements of the Funding Proposal will have to be written into Chapter XIV (and/or the associated Bill), and which can be left somewhat more loosely worded and be subject to annual review.

4. **How it is proposed that each element is best dealt with in Chapter XIV and/or the Bill**

*(Note - all references to Sections within Chapter XIV refer to the current **proposed revised** version of Chapter XIV as presented to the RCB in December)*

- a. **Annual capital injections from RCB Funds** – it is felt that these specific amounts *should not* be specified within Chapter XIV, but would be spelt out clearly in the RCB’s formal report to 2010 Synod. By so doing these payment will impose a formal obligation on the RCB and any slippage in these payments a matter which would have to be addressed by the Trustee at that time.
- b. **Increase in Contribution from 26% to 30%** – the rates of contribution to the Fund are currently specified in Section 35 of Chapter XIV. The proposed increase to an aggregate rate of 30% (from 26%) with effect from Jan 2011 would be written into the proposed revision of Chapter XIV. *(Note - the CPB at its meeting on 8th March will propose how the 30% is to be split between members and parishes.)*
- c. **Increase in Total Contribution from 30% to 34% in 2015** – Mercer have indicated that the National Pensions Board will expect this increase be written into Chapter XIV as it represents a proposed increase in the level of contributions from other than the employer and is an integral part of the Funding Proposal. In discussion with Mercer we have indicated that we would prefer not to include it in Chapter XIV, but would prefer to see it as a “*statement of intent*” outside of the Chapter. Mercer advise that as the Funding Proposal relies on this increase, then such an approach would not be acceptable to the National Pensions Board as it would require to see evidence of a formal commitment to achieve the increase.
 - i. By way of compromise we are proposing that there be an additional schedule to the Pensions Bill, which would propose the introduction of a new Section in Chapter XIV, Section 34A which would indicate that the total contribution rate be increased to 34% with effect from January, 2015. The wording, to be finalised in the formal drafting of the Bill, to be along the following lines:

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“34A From the 1st January, 2015, in order to secure the solvency of the Fund, the contribution to be made in respect of every member of the Fund shall be at the rate of 34% of Pensionable Stipend or Pensionable Episcopal Stipend, as the case may be, or the annual contribution fixed in accordance with Section 26.”

- ii. However it is further proposed that no decision be made at this point as to the split as to who pays what part of the 34%.
- iii. Mercer have indicated that the above wording is likely to be acceptable to the National Pensions Board. The above wording would have a further advantage in that it would give time to the CPB, the Trustee and the RCB to consider what other alternatives to increasing the contribution rate to 34% are available. Such alternatives might involve reducing somewhat the scheme benefits (e.g. through increasing the retirement age of existing members). Further it is also possible that the overall financial situation of the Fund may have changed by 2014/2015 which might call for a somewhat different (hopefully less onerous) proposal. For example, if it were to be decided by say, 2014, that some alternative to increasing the contribution rate to 34% is preferred, then such alternative could be submitted to and agreed by the 2014 Synod and then submitted to the National Pensions Board through an amended Funding Proposal. However it should be noted that it is likely that any such a revised Funding Proposal would have to be seen to restore solvency *by the original deadline of 2019.*
- d. **Pensionable Stipend** – it is proposed that this be included in the Definitions Section of Chapter XIV and that a series of changes be made throughout Chapter XIV to ensure that with effect from Jan 2011 all pension **calculations** are related to *Pensionable Stipend*, not MAS as currently. (*Note - an equivalent definition of “Pensionable Episcopal Stipend” will also be required.*)
 - i. Following discussions with Mercer, they have proposed the following definition:

“Pensionable Stipend shall mean the figure approved annually by the Representative Body on the recommendation of the Trustee”.
 - ii. This definition presents some difficulty as it would break with established practice where the General Synod gets to vote on increases in relation to the like figure of MAS. However we can appreciate the benefit of adopting the Mercer proposal as it leaves the magnitude of increases in Pensionable Stipend less exposed to votes at successive Synods.

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- iii. As a compromise it is proposed that the following definition which it is believed would be acceptable to the National Pensions Board:

“Pensionable Stipend shall mean the figure approved annually by the General Synod, on the recommendation of the Trustee and the Representative Body, having regard to the financial status of the Fund and actuarial advice, and shall not be lower than the previous year.”

- iv. Should the funding proposal be recommended to General Synod by the RCB, and passed by Synod in 2010, it is proposed that the RCB recommend to General Synod that Pensionable Stipend shall be set as at 1 January, 2011 at a level equal to the level of Minimum Approved Stipend which prevailed at 1 January, 2010.
- e. **Future Pension Increases** – The Funding Proposal assumes no discretionary increases in Pensions in Payment for the first two years of the Funding Proposal, i.e. 2010 and 2011. This is about to be secured as no increase was effected in 2010 and none is currently proposed for 2011.
- i. For the subsequent years, 2012 to 2019, the Funding Proposal assumes that discretionary increases in pensions would increase at a rate no greater than 1% less than the rate of price inflation in the relevant jurisdiction.
- ii. Section 62 of the revised Chapter XIV concerns itself with Pension Increases where it is stated that: *“[each pension on course of payment] ... shall be increased with effect on and from 1st January of the following year by the percentage required by law, or such greater percentage up to 5% as the Trustee on the advice of the Actuary and with the approval of the Representative Body may determine.”*
- iii. It was considered whether the existing wording of Section 62 and the “5%” quoted should be reduced to “4%” in order to reinforce the severe financial strictures to which the CPF is subject. However on balance it is recommended that *no change* be made to the 5% cap, on the basis that the section as currently worded does require the Actuary to consider the figure that may be proposed in any year and the Actuary will have regard to what has been set out in the Funding Proposal.

Attachment 1 - Restoring the solvency of the CPF

Summary of the Funding Proposal to be submitted to the Irish Pensions Board

1. Schedule of Capital Injections by the RCB

i.	2010	€5m + €1.2m*
ii.	2011	€5m + €0.95m*
iii.	2012	€5m + €0.70m*
iv.	2013	€5m + €0.45m*
v.	2014	€5m + €0.2m*

* The sums shown above, in excess of the annual €5m injection, represent the phasing out of the current level of financial support from Central Funds. In 2015 it is assumed that all future annual financial support from Central Funds will cease.

2. The aggregate Contribution Rate to the CPF to be increased

- a. The aggregate contribution for serving clergy/Dioceses/Parishes is to be increased from **26% to 30% in January 2011**. *(The split as between these groups has yet to be determined – the CPB to consider.)*
- b. In addition the Funding Proposal will indicate that in order to restore solvency by 2019, this total contribution rate of 30% **would be increased to 34% in 2015**.

3. Pensionable Stipend

- a. For the period of the Funding Proposal a new construct, **Pensionable Stipend** will be established. In other words MAS would no longer form the basis on which pensions are calculated.
- b. In the Funding Proposal it is assumed that **Pensionable Stipend** would not increase in 2010 and 2011 and in the subsequent years to 2019, would be considered for increase each year, by an amount up to the *lesser of* the movement in the relevant cost of living index in that year *less* 1% and the actual movement in MAS proposed by the Stipends Committee. **Pensionable Stipend** would not decrease, year on year, even if the relevant cost of living index rose by less than 1%, or fell.

4. Future Increases in Pensions

- a. The Funding Proposal assumes that there would be no increase in pensions in payment at Jan 2010 and Jan 2011.
- b. For the residual period of the Funding Proposal, i.e. 2012 to 2019, it has been assumed in the Funding Proposal that pensions in payment would increase at a rate no more than 1% less than inflation in the relevant jurisdiction, subject to the current cap in Chapter XIV (i.e. 5%).

APPENDIX K

COMPANIES ACTS, 1963 TO 2006

PRIVATE COMPANY LIMITED BY SHARES

MEMORANDUM OF ASSOCIATION

OF

THE CHURCH OF IRELAND CLERGY PENSION TRUSTEE LIMITED

1. The name of the Company is THE CHURCH OF IRELAND CLERGY PENSION TRUSTEE LIMITED.
2. The objects for which the Company is established are:-
 - 2.1 To undertake and perform the office and duties of trustee of the Church of Ireland Clergy Pensions Fund.
 - 2.2 To carry on all or any of the businesses as aforesaid either as a separate business or as a principal business of the Company, and to carry on any other business which may seem to the Company capable of being conveniently carried on in connection with the above objects or any of them, or calculated directly or indirectly to enhance the value of or render more profitable any of the property or rights of the Company.
 - 2.3 To purchase, take on lease or in exchange or otherwise acquire real and chattel real property of all kinds and in particular lands, tenements and hereditaments of any tenure whether subject or not to any charges or incumbrances, and to hold or to sell, develop, let, alienate, mortgage, charge, or otherwise deal with all or any of such lands, tenements or hereditaments for such consideration and on such terms as may be considered expedient.
 - 2.4 To purchase, subscribe for or otherwise acquire, and hold and deal with, any shares, stocks, debentures, bonds or securities of any other company.
 - 2.5 To purchase or otherwise acquire and undertake, the whole or any part of the business, goodwill, property, assets and liabilities of any person firm or company, or to acquire an interest in, amalgamate with, or enter into any arrangement for sharing profits, or for co-operation, or for limiting competition, or for mutual assistance with any such person, firm or company, and to give or accept by way of consideration for any of the acts or things aforesaid or property acquired, any shares, debentures, debenture stock or securities that may be agreed upon, and to hold and retain or sell, mortgage and deal with any shares, debentures, debenture stock or securities so received.

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- 2.6 To improve, manage, cultivate, develop, exchange, let on lease or otherwise, mortgage, charge, sell, dispose of, turn to account, grant rights and privileges in respect of, or otherwise deal with all or any part of the property and rights of the Company.
- 2.7 To acquire, deal with, manage and turn to account policies of life assurance and any other real or personal property of any kind.
- 2.8 To sell or otherwise dispose of the whole or any part of the business, undertaking, property or investments of the Company, either together or in portions for such consideration and on such terms as may be considered expedient.
- 2.9 To invest and deal with the monies of the Company not immediately required for the purpose of its business in or on such investments or securities and in such manner as may be considered expedient and to dispose of or vary any such investments or securities.
- 2.10 To pay for any property, assets or rights acquired by the Company, and to discharge or satisfy any debt, obligation or liability of the Company, either in cash or in shares with or without preferred or deferred rights in respect of dividend or repayment of capital or otherwise, or by any other securities which the Company has power to issue, or partly in one way and partly in another, and generally on such terms as may be considered expedient.
- 2.11 To accept payment for any property, assets or rights disposed of or dealt with or for any services rendered by the Company, or in discharge or satisfaction of any debt, obligation or liability to the Company, either in cash or in shares, with or without deferred or preferred rights in respect of dividend or repayment of capital or otherwise, or in any other securities, or partly in one way and partly in another, and generally on such terms as may be considered expedient.
- 2.12 To advance, deposit or lend money, securities and property to or with such persons and on such terms as may seem expedient.
- 2.13 To borrow or raise or secure the payment of money in such manner as the Company shall think fit and in particular to issue debentures, debenture stocks, bonds, obligations and securities of all kinds, either perpetual or terminable and either redeemable or otherwise, and to charge and secure the same by trust deed or otherwise on the undertaking of the Company or upon any specific property and rights, present and future, of the Company (including if thought fit, its uncalled capital) or otherwise howsoever.
- 2.14 To guarantee, support or secure either by personal covenant or by mortgaging or charging all or any part of the undertaking, property and assets (present and future) and uncalled capital of the Company

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or by both such methods the performance of the obligations (including the repayment or payment of the principal amounts of and premium interest and dividends on any securities) of any person, firm or company, and in particular (without prejudice to the generality of the foregoing) give (with or without consideration) security for any debts, obligations or liabilities of any company which is for the time being the holding company or a subsidiary (both as defined by Section 155 of the Companies Act, 1963) of the Company or another subsidiary as defined by the said Section of the Company's holding company or otherwise associated with the Company in business.

- 2.15 To apply for, purchase or otherwise acquire and hold, use, develop, protect, sell, licence or otherwise dispose of, or deal with patents, brevets d'invention, copyrights, designs, trade marks, secret processes, know-how and inventions and any interest therein.
- 2.16 To form, promote, finance or assist any other company or association, whether for the purpose of acquiring all or any of the undertaking, property and assets of the Company or for any other purpose which may be considered expedient.
- 2.17 To facilitate and encourage the creation, issue or conversion of and to offer for public subscription debentures, debenture stocks, bonds, obligations, shares, stocks, and securities and to act as trustees in connection with any such securities and to take part in the conversion of business concerns and undertakings into companies.
- 2.18 To draw, make, accept, endorse, discount, negotiate, and issue bills of exchange, promissory notes, bills of lading and other negotiable or transferable instruments.
- 2.19 To act as managers, consultants, supervisors and agents of other companies or undertakings and to provide for such other companies or undertakings, management, advisory, technical, purchasing, selling and other services, and to enter into such contracts and agreements as are necessary or advisable in connection with the foregoing.
- 2.20 To establish agencies and branches and appoint agents and others to assist in the conduct or extension of the Company's business and to regulate and discontinue the same.
- 2.21 To make gifts or grant bonuses to the directors or any other persons who are or have been in the employment of the Company.
- 2.22 To provide for the welfare of persons in the employment of or holding office under or formerly in the employment of or holding office under the Company or directors or ex-directors of the Company and the wives, widows and families dependents or connections of such persons by grants of money, pensions or other

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payments and by forming and contributing to pension, provident or benefit funds or profit sharing or co-partnership schemes for the benefit of such persons and to form, subscribe to or otherwise aid charitable, benevolent, religious, scientific, national or other institutions, exhibitions or objects which shall have any moral or other claims to support or aid by the Company by reason of the locality of its operation or otherwise.

- 2.23 To undertake and execute the office of nominees for the purpose of holding and dealing with any real or personal property or security of any kind for or on behalf of any government, local authority, mortgagee, company, person or body; to act as nominee or agent generally for any purpose and either solely or jointly with another or others for any person, company, corporation, government, state or province, or for any municipal or other authority or local body; to undertake and execute the office of trustee, executor, administrator, registrar, secretary, committee or attorney; to undertake the management of any business or undertaking or transaction, and generally to undertake, perform and fulfil any trust or agency business of any kind and any office of trust or confidence.
- 2.24 To constitute any trusts with a view to the issue of preferred and deferred or other special stocks or securities based on or representing any shares, stocks and other assets specifically appropriated for the purpose of any such trust and to settle and regulate and if thought fit to undertake and execute any such trusts and to issue, dispose of or hold any such preferred, deferred or other special stocks or securities.
- 2.25 To establish, on and subject to such terms as may be considered expedient, a scheme or schemes for or in relation to the purchase of, or subscription for, any fully or partly paid shares in the capital of the Company by, or by trustees for, or otherwise for the benefit of, employees of the Company or of its subsidiary or associated companies.
- 2.26 To vest any real or personal property, rights or interest acquired by or belonging to the Company in any person or company on behalf of or for the benefit of the Company, and with or without any declared trust in favour of the Company.
- 2.27 To enter into any arrangements with any governments or authorities (supreme, municipal, local or otherwise), or any corporations, companies or persons that may seem conducive to the attainment of the Company's objects, or any of them and to obtain from any such government, authority, corporation, company, or person any charters, contracts, decrees, rights, privileges and concessions which the Company may think desirable, and to carry out, exercise and comply with any such charters, contracts, decrees, rights, privileges and concessions.

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- 2.28 To apply for, promote and obtain any Act of the Oireachtas, provisional order or licence of the Minister for Enterprise, Trade & Employment or other authority for enabling the Company to carry any of its objects into effect, or for effecting any modification of the Company's constitution, or for any other purpose which may seem expedient, and to oppose any proceedings or applications which may seem calculated, directly or indirectly, to prejudice the Company's interests.
- 2.29 To pay all costs, charges and expenses incurred or sustained in or about the promotion and establishment of the Company or which the Company shall consider to be preliminary thereto and to issue as fully or in part paid up, and to pay out of the funds of the Company all brokerage and charges incidental thereto.
- 2.30 To remunerate, by cash payment or allotment of shares or securities of the Company credited as fully paid up or otherwise, any person or company for services rendered or to be rendered to the Company whether in the conduct or management of its business, or in placing or assisting to place or guaranteeing the placing of any of the shares of the Company's capital, or any debentures or other securities of the Company or in or about the formation or promotion of the Company.
- 2.31 To distribute in specie or otherwise as may be resolved, any assets of the Company among its members and in particular the shares, debentures, or other securities of any other company belonging to the Company or of which the Company may have the power of disposing.
- 2.32 To procure the Company to be registered in any part of the world.
- 2.33 To transact or carry on any other business which may seem to the Company capable of being conveniently carried on in connection with any of these objects or calculated directly or indirectly to enhance the value of or facilitate the realisation of or render profitable any of the Company's property or rights.
- 2.34 To do all or any of the above things in any part of the world, either alone or in conjunction with others and either as principals, agents, contractors, factors, trustees or otherwise and either by or through agents, contractors, factors, trustees or otherwise.

The word "company" in this clause except where used in reference to this Company, where the context so admits, shall be deemed to include any partnership or other body of persons whether incorporated or not incorporated or whether domiciled or registered in Ireland, the United Kingdom of Great Britain and Northern Ireland or elsewhere and the intention is that in the construction of this clause the objects set forth in each of the foregoing sub-paragraphs shall, except where otherwise expressed in the same paragraph, be regarded as independent objects and accordingly shall in no way be limited or restricted by reference to or inference from the terms of any other sub-clause or the name

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of the Company, but may be carried out in as full and ample a manner and construed in as wide a sense as if each defined the objects of a separate and distinct Company.

Provided always that the provisions of this clause shall be subject to the Company obtaining, where necessary for the purpose of carrying any of its objects into effect, such licence, permit or authority as may be required by law.

3. The liability of the sole member is limited.
4. The authorised share capital of the Company is €1,000 divided into 1,000 shares of €1 each, with power to divide the shares in the capital for the time being into several classes and to attach thereto respectively any preferential, deferred, qualified or special rights, privileges or conditions.
5. No amendment may be made to this Memorandum of Association or to the Articles of Association of the Company save with the prior consent of the General Synod of the Church of Ireland.

I, the person whose name, address and description are subscribed, wish to be formed into a company in pursuance of this Memorandum of Association, and agree to take the number of shares in the capital of the company set opposite my name.

Name, address and description of subscriber	Number of shares taken by subscriber
<p>For and on behalf of:</p> <p>The Representative Church Body Church of Ireland House, Church Avenue Rathmines, Dublin 6</p> <p>incorporated under the provisions of the Irish Church Act 1869</p> <p>_____</p> <p>D Reardon (Chief Officer and Secretary)</p>	<p>One (1)</p>
<p>Total shares taken</p>	<p>One (1)</p>
<p>Dated day of 2010</p> <p>Witness to the above signature:</p> <p>_____</p> <p>Signature</p>	<p>Name and Address of Witness:</p>

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COMPANIES ACTS, 1963 TO 2006

PRIVATE COMPANY LIMITED BY SHARES

**ARTICLES OF ASSOCIATION
OF**

THE CHURCH OF IRELAND CLERGY PENSION TRUSTEE LIMITED

1 **INTERPRETATION**

1.1 The regulations in Part 1 of Table A and regulation 9 in Part II of Table A in the First Schedule of the Companies Act 1963 do not apply to the Company.

1.2 In these Articles:

the “**1983 Act**” means the Companies (Amendment) Act 1983;

the “**1990 Act**” means the Companies Act 1990;

the “**Act**” means the Companies Act 1963 and every statutory modification or re-enactment thereof for the time being in force;

the “**Acts**” means the Companies Acts 1963 to 2006;

“**Articles**” means these articles of association, as amended from time to time;

“**Auditors**” means the auditors of the Company from time to time;

“**the Board**” means the Church of Ireland Pensions Board established and constituted in accordance with Chapter XIV of the Constitution of the Church of Ireland;

“**Clear Days**” in relation to the period of a notice means that period excluding the day when the notice is given or deemed to be given and the day for which it is given or on which it is to take effect;

“**Company**” means The Church of Ireland Clergy Pension Trustee Limited;

“**Director**” means a director of the Company and the “**Directors**” means the Directors or any of them acting as the board of Directors of the Company;

“**the Executive**” means the Executive Committee of the Representative Church Body

the “**holder**” in relation to shares means the member whose name is entered in the register of members as the holder of the shares;

“**Office**” means the registered office of the Company;

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“**paid**” means paid or credited as paid;

“**seal**” means the common seal of the Company and includes any official seal kept by the Company by virtue of Section 41 of the Act; and

“**Secretary**” means the secretary of the Company or any other person appointed to perform the duties of the secretary of the Company, including a joint, assistant or deputy secretary.

1.3 In these Articles:

- (a) Words denoting the singular number include the plural number and vice versa, words denoting a gender include each gender and words denoting persons include corporations;
- (b) Words or expressions contained in these Articles which are not defined in these Articles but are defined in the Acts have the same meaning as in the Acts (but excluding any modification of the Acts not in force at the date of adoption of these Articles) unless inconsistent with the subject or context;
- (c) any reference to any statute, statutory provision or to any order or regulation shall be construed as a reference to the statute, provision, order or regulation as extended, modified, amended, replaced or re-enacted from time to time (whether before or after the date of adoption of these Articles) and all statutory instruments, regulations and orders from time to time made thereunder or deriving validity therefrom (whether before or after the date of adoption of these Articles);
- (d) headings are inserted for convenience only and do not affect the construction of these Articles;
- (e) any reference to a “person” shall be construed as a reference to any individual, firm, company, corporation, undertaking, government, state or agency of a state or any association or partnership (whether or not having separately good personality);
- (f) powers of delegation shall not be restrictively construed but the widest interpretation shall be given to them and except where expressly provided by the terms of delegation, the delegation of a power shall not exclude the concurrent exercise of that power by any other body or person who is for the time being authorised to exercise it under these Articles or under another delegation of the power; and
- (g) references to “**writing**” mean the representation or reproduction of words, symbols or other information in a visible form by any method

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or combination of methods, and “written” shall be construed accordingly.

2 PRIVATE COMPANY

2.1 The Company is a private company within the meaning of the Acts and accordingly:

- (a) the right to transfer shares is restricted in the manner hereinafter prescribed;
- (b) the number of members of the Company (exclusive of persons who are in the employment of the Company and of persons who, having been formerly in the employment of the Company, were, while in that employment, and have continued after the termination of that employment to be, members of the Company) is limited to one save where may otherwise be determined by the Company in general meeting; and
- (c) any invitation to the public to subscribe for any shares, debentures or other securities of the Company is prohibited; and
- (d) the Company shall not have power to issue share warrants to bearer.

3 SINGLE MEMBER

3.1 The Company is a Single-Member Company and the Regulations contained in the European Communities (Single-Member Private Limited Companies) Regulations, 1994 (hereinafter called the “Single-Member Regulations”) and the Regulations contained in Part II, Table A in the First Schedule to the Companies Act, 1963 as amended (hereinafter called “Table A”) shall apply to the Company save insofar as they are excluded or varied thereby.

4 SHARE CAPITAL

4.1 The share capital of the Company is €1,000 divided into 1,000 shares of €1.00 each.

4.2 Subject to the provisions of the Acts and without prejudice to any rights attached to any existing shares, any share may be issued with such preferred, deferred or other special rights or restrictions, whether in regard to dividend, voting, return of capital or otherwise, as the Company may from time to time by special resolution determine.

4.3 Subject to the provisions of the Acts shares may be issued which are to be redeemed or are to be liable to be redeemed at the option of the Company or the holder on such terms and in such manner as may be provided by the Articles. Subject as aforesaid, the Company may cancel any shares if so redeemed or

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may hold them as treasury shares and re-issue any such treasury shares as share of any class or classes.

5 VARIATION OF RIGHTS

5.1 If at any time the share capital is divided into different classes of shares, the rights attached to any class (unless otherwise provided by the terms of issue of the shares of that class) may, subject to the provisions of the Acts whether or not the Company is being wound up, be varied or abrogated with the consent in writing of the holders of three fourths of the issued shares of that class, or with the sanction of a special resolution passed at a separate general meeting of the holders of the shares of the class but not otherwise.

5.2 The rights conferred upon the holders of the shares of any class shall not, unless otherwise expressly provided by the terms of issue of such shares, be deemed to be varied by the creation or issue of further shares ranking *pari passu* therewith.

5.3 To every such separate general meeting held pursuant to article 5.1 all the provisions of these Articles relating to general meetings of the Company shall apply but so that the necessary quorum shall be two persons at least holding or representing by proxy one-third in nominal amount of the issued shares of that class (but so that if at any adjourned meeting of such members a quorum as above defined is not present those members who are present shall be a quorum). Any holder of the shares of the class present in person or by proxy may demand a poll each such person shall upon such poll have one vote in respect of every share of the class held by him respectively.

6 ALTERATION OF SHARE CAPITAL

6.1 The Company may by ordinary resolution:

- (a) increase its share capital by new shares of such amount as the resolution prescribes;
- (b) consolidate and divide all or any of its share capital into shares of larger amount than its existing shares;
- (c) subject to the provisions of the Acts sub-divide its shares, or any of them, into shares of smaller amount and the resolution may determine that, as between the shares resulting from the sub-division, any of them may have any preference or advantage as compared with the others; and
- (d) cancel shares which, at the date of the passing of the resolution, have not been taken or agreed to be taken by any person and diminish the amount of its share capital by the amount of the shares so cancelled.

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- 6.2 Whenever as a result of a consolidation of shares any members would become entitled to fractions of a share, the Directors may, on behalf of those members, sell the shares representing the fractions for the best price reasonably obtainable to any person (including, subject to the provisions of the Acts the Company) and distribute the net proceeds of sale in due proportion among those members, and the Directors may authorise some person to execute an instrument of transfer of the shares to, or in accordance with the directions of, the purchaser. The transferee shall not be bound to see to the application of the purchase money nor shall his title to the shares be affected by any irregularity in or invalidity of the proceedings in reference to the sale.
- 6.3 Subject to the provisions of the Acts the Company may by special resolution reduce its share capital, any capital redemption reserve and any share premium account in any way.

7 COMMISSIONS

- 7.1 The Company may exercise the powers of paying commissions conferred by the Acts. Subject to the provisions of the Acts any such commission may be satisfied by the payment of cash or by the allotment of fully or partly paid shares or partly in one way and partly in the other.

8 SHARE CERTIFICATES

- 8.1 Every member, upon becoming the holder of any shares, shall be entitled without payment to receive within two months after allotment or lodgement of a duly stamped transfer (or within such other period as the conditions of issue shall provide) one certificate for all the shares of each class held by him (and, upon transferring a part of his holding of shares of any class, to a certificate for the balance of such holding) or several certificates each for one or more of his shares upon payment for every certificate after the first of such reasonable sum as the Directors may determine. Every certificate shall be executed under seal in accordance with these Articles and shall specify the number, class and distinguishing numbers (if any) of the shares to which it relates and the amount or respective amounts paid up thereon. The Company shall not be bound to issue more than one certificate for shares held jointly by several persons and delivery of a certificate to one joint holder shall be a sufficient delivery to all of them.
- 8.2 If a share certificate is defaced, worn-out, lost or destroyed, it may be renewed on such terms (if any) as to evidence and indemnity and payment of the expenses reasonably incurred by the Company in investigating evidence as the Directors may determine but otherwise free of charge, and (in the case of defacement or wearing-out) on delivery up of the old certificate.

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9 **FINANCIAL ASSISTANCE**

- 9.1 The Company may give any form of financial assistance which is permitted by the Acts for the purpose of or in connection with a purchase or subscription made or to be made by any person of or for any shares in the Company or in the Company's holding company.

10 **TRANSFER OF SHARES**

- 10.1 The instrument of transfer of a fully paid share shall be executed by or on behalf of the transferor and the transferor shall be deemed to remain the holder of such share until the name of the transferee is registered in the Register of Members in respect thereof; provided that in the case of a share not fully paid the instrument of transfer shall be executed by or on behalf of the transferor and the transferee.
- 10.2 The Directors may, in their absolute discretion and without giving any reason, refuse to register the transfer of a share to any person, whether or not it is fully paid or a share on which the Company has a lien.
- 10.3 If the Directors refuse to register a transfer of a share, they shall within two months after the date on which the transfer was lodged with the Company send to the transferee notice of the refusal.
- 10.4 The registration of transfers of shares or of transfers of any class of shares may be suspended at such times and for such periods (not exceeding thirty days in any year) as the Directors may determine.
- 10.5 No fee shall be charged for the registration of any instrument of transfer or other document relating to or affecting the title to any share.
- 10.6 The Company shall be entitled to retain any instrument of transfer which is registered, but any instrument of transfer which the Directors refuse to register shall be returned to the person lodging it when notice of the refusal is given.

11 **PURCHASE OF OWN SHARES**

- 11.1 Subject to the provisions of the 1990 Act, the Company may purchase its own shares (including any redeemable shares).

12 **GENERAL MEETINGS**

- 12.1 All the powers exercisable by the Company in general meeting under the Acts or otherwise with the exception of the removal of a director or auditor may be exercisable, by the sole member without the need to hold a general meeting. The sole member must provide the Company with a written record of any such decision, or if it is dealt with by a written resolution, a copy of that resolution, the notification shall be recorded and retained by the Company.

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- 12.2 One member present in person or by proxy (or if such member is a corporate body) a duly authorised representative of said member shall be a quorum.
- 12.3 The sole member of the Company (or the proxy or authorised representative) shall preside as chairman at every general meeting of the Company.
- 12.4 The sole member may dispense in the manner provided by the Regulations with the requirement to hold annual general meetings. Such decision shall have effect for the year in which it is made and subsequent years.
- 12.5 Where a decision pursuant to Article 12.4 is in force the sole member or the auditor may, by notice to the Company in accordance with the Regulations require the holding of an annual general meeting.
- 12.6 Where a decision pursuant to Article 12.4 is in force the requirement of the Companies Act 1963 regarding the laying of accounts, a director's report and auditor's report shall be deemed to be satisfied where the said accounts and reports are sent to the sole member in accordance with the Regulations.
- 12.7 If the Company ceases to be a Single-Member Company, the fact and the date shall be notified to the Registrar of Companies in accordance with the Regulations.
- 13 **NOTICE OF GENERAL MEETINGS**
- 13.1 An annual general meeting and an extraordinary general meeting called for the passing of a special resolution shall be called by at least 21 Clear Days' notice. All other extraordinary general meetings shall be called by at least 7 Clear Days' notice but a general meeting may be called by shorter notice if it is so agreed:
- (a) in the case of an annual general meeting, by the auditors and all the members entitled to attend and vote thereat; and
 - (b) in the case of any other meeting, by a majority in number of the members having a right to attend and vote being a majority together holding not less than 90 per cent in nominal value of the shares giving that right.
- 13.2 Where, by any provision contained in the Acts extended notice is required of a resolution, the resolution shall not be effective unless (except when the Directors have resolved to submit it) notice of the intention to move it has been given to the Company not less than 28 Clear Days (or such other period as the Acts permit) before the meeting at which it is to be moved, and the Company shall give to the members notice of any such resolutions as required by and in accordance with the provisions of the Acts.

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- 13.3 The notice shall specify the time and place of the meeting and in the case of special business the general nature of the business to be transacted and, in the case of an annual general meeting, shall specify the meeting as such.
- 13.4 Subject to the provisions of the Articles and to any restrictions imposed on any shares, the notice shall be given to all the members, to all persons entitled to a share in consequence of the death or bankruptcy of a member and to the auditors.
- 13.5 The accidental omission to give notice of a meeting to, or the non-receipt of notice of a meeting by, any person entitled to receive notice shall not invalidate the proceedings at that meeting.
- 14 **PROCEEDINGS AT GENERAL MEETINGS**
- 14.1 All business shall be deemed special that is transacted at an extraordinary general meeting, and also all that is transacted at an annual general meeting, with the exception of declaring a dividend, the consideration of the accounts, balance sheets and the reports of the Directors and Auditors, the election of Directors in the place of those retiring, the re-appointment of the retiring Auditors and the fixing of the remuneration of the Auditors.
- 14.2 No business shall be transacted at any meeting unless a quorum is present. Two persons entitled to vote upon the business to be transacted, each being a member or a proxy for a member or a duly authorised representative of a corporation, shall be a quorum provided that, in circumstances where there is only one member of the Company, the quorum for a general meeting shall for all purposes be that member so present.
- 14.3 If such a quorum is not present within half an hour from the time appointed for the meeting, or if during a meeting such a quorum ceases to be present, the meeting if convened upon the requisition of members shall be dissolved, in any other case it shall stand adjourned to the same day in the next week at the same time and place or to such time and place as the Directors may determine, and if at the adjourned meeting a quorum is not present, within half an hour from the time appointed for the meeting, the member(s) present shall be a quorum.
- 14.4 The chairman, if any, of the board of Directors or in his absence some other Director nominated by the Directors shall preside as chairman of the meeting, but if neither the chairman nor such other Director (if any) be present within fifteen minutes after the time appointed for holding the meeting and willing to act, the Directors present shall elect one of their number to be chairman and, if there is only one Director present and willing to act, he shall be chairman.
- 14.5 If no Director is willing to act as chairman, or if no Director is present within fifteen minutes after the time appointed for holding the meeting, the members present and entitled to vote shall choose one of their number to be chairman.

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- 14.6 A Director shall, notwithstanding that he is not a member, be entitled to attend and speak at any general meeting and at any separate meeting of the holders of any class of shares in the Company.
- 14.7 The chairman may, with the consent of a meeting at which a quorum is present (and shall if so directed by the meeting), adjourn the meeting from time to time and from place to place, but no business shall be transacted at an adjourned meeting other than business which might properly have been transacted at the meeting had the adjournment not taken place. When a meeting is adjourned for 30 days or more, notice of the adjourned meeting shall be given as in the case of an original meeting. Otherwise it shall not be necessary to give any such notice.
- 14.8 A resolution put to the vote of a meeting shall be decided on a show of hands unless before, or on the declaration of the result of, the show of hands a poll is duly demanded. Subject to the provisions of the Acts a poll may be demanded:
- (a) by the chairman; or
 - (b) by at least two members present in person or by proxy having the right to vote at the meeting; or
 - (c) by a member or members present in person or by proxy representing not less than one-tenth of the total voting rights of all the members having the right to vote at the meeting; or
 - (d) by a member or members holding shares conferring a right to vote at the meeting being shares on which an aggregate sum has been paid up equal to not less than one-tenth of the total sum paid up on all the shares conferring that right;
- and a demand by a person as proxy for a member shall be the same as a demand by the member.
- 14.9 Unless a poll is demanded a declaration by the chairman that a resolution has been carried or carried unanimously, or by a particular majority, or lost, or not carried by a particular majority and an entry to that effect in the minutes of the meeting shall be conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against the resolution.
- 14.10 The demand for a poll may, before the poll is taken, be withdrawn and a demand so withdrawn shall not be taken to have invalidated the result of a show of hands declared before the demand was made.
- 14.11 A poll shall be taken as the chairman directs and he may appoint scrutineers (who need not be members) and fix a time and place for declaring the result of the poll. The result of the poll shall be deemed to be the resolution of the meeting at which the poll was demanded.

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- 14.12 In the case of an equality of votes, whether on a show of hands or on a poll, the chairman shall be entitled to a casting vote in addition to any other vote he may have.
- 14.13 A poll demanded on the election of a chairman or on a question of adjournment shall be taken forthwith. A poll demanded on any other question shall be taken either forthwith or at such time and place as the chairman directs not being more than thirty days after the poll is demanded. The demand for a poll shall not prevent the continuance of a meeting for the transaction of any business other than the question on which the poll was demanded. If a poll is demanded before the declaration of the result of a show of hands and the demand is duly withdrawn, the meeting shall continue as if the demand had not been made.
- 14.14 No notice need be given of a poll not taken forthwith if the time and place at which it is to be taken are announced at the meeting at which it is demanded. In any other case at least 7 Clear Days' notice shall be given specifying the time and place at which the poll is to be taken.

15 MEMBERS RESOLUTIONS IN WRITING

- 15.1 A resolution in writing executed by or on behalf of each member who would have been entitled to vote on it if it had been proposed at a general meeting at which he was present shall be as effective as if it had been passed at a general meeting properly convened and held. Such a resolution may consist of several instruments each executed in such manner as the Directors may approve by or on behalf of one or more of the members, or a combination of both.

16 VOTES OF MEMBERS

- 16.1 Subject to any rights or restrictions for the time being attached to any class or classes of shares, on a show of hands every member present in person and every proxy, shall have one vote and on a poll every member shall have one vote for each share of which he is the holder.
- 16.2 Where there are joint holders the vote of the senior who tenders a vote, whether in person or by proxy, shall be accepted to the exclusion of the votes of the other joint holders; and for this purpose seniority shall be determined by the order in which the names stand in the register of members.
- 16.3 A member of unsound mind or in respect of whom an order has been made by any court having jurisdiction (whether in Ireland or elsewhere) in matters concerning mental disorder may vote, whether on a show of hands or on a poll, by his committee, receiver, guardian or other person authorised in that behalf appointed by that court, and any such committee, receiver, guardian or other person may vote by proxy on a show of hands or on a poll. Evidence to the satisfaction of the Directors of the authority of the person claiming to exercise the right to vote shall be deposited at the Office, or at such other place as is

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specified in accordance with the Articles for the deposit of instruments of proxy, not less than 48 hours before the time appointed for holding the meeting or adjourned meeting at which the right to vote is to be exercised and in default the right to vote shall not be exercisable.

- 16.4 No member shall vote at any general meeting or at any separate meeting of the holders of any class of shares in the Company, either in person or by proxy, in respect of any share held by him unless all moneys immediately payable by him in respect of that share have been paid.
- 16.5 No objection shall be raised to the qualification of any voter except at the meeting or adjourned meeting at which the vote objected to is given or tendered, and every vote not disallowed at the meeting shall be valid. Any objection made in due time shall be referred to the chairman of the meeting whose decision shall be final and conclusive.
- 16.6 Votes may be given either personally or by proxy and a person entitled to more than one vote need not use all his votes or cast all the votes he uses in the same way.
- 16.7 An instrument appointing a proxy shall be in the following form or in any other form which the Directors may accept:

“[●] Limited

I/We of

being a member/members of the above-named Company hereby appoint [●] of [●], or failing him [●] of [●] as my/our proxy to exercise the voting rights attached to [all/[●]] of the shares in the Company held by me/us on my/our behalf at the (annual or extraordinary, as the case may be) general meeting of the Company to be held on [●] and at any adjournment thereof

Signed [●] (Date)

This form is to used *in favour of/against the resolution.

Unless otherwise instructed, the proxy will vote as he thinks fit.

*strike out whichever is not desired.”

- 16.8 The instrument appointing a proxy shall be deemed to confer authority to demand or join in demanding a poll.
- 16.9 A vote given in accordance with the terms of an instrument of proxy shall be valid notwithstanding the previous death or insanity of the principal or revocation of the proxy or of the authority under which the proxy was executed or the transfer of the share in respect of which the proxy is given, if no

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intimation in writing of such death, insanity, revocation or transfer as aforesaid is received by the Company at the Office before the commencement of the meeting or adjourned meeting at which the proxy is used.

- 16.10 Any body corporate which is a member of the Company may, by resolution of its Directors or other governing body, authorise such person as it thinks fit to act as its representative at any meeting of the Company or of any class of members of the Company, and the person so authorised shall be entitled to exercise the same powers on behalf of the body corporate which he represents as that body corporate could exercise if it were an individual member of the Company.

17 **DIRECTORS**

- 17.1 Unless otherwise determined by the sole member, the number of Directors shall be five. Subject to Article 17.7 and the provisions hereinafter contained, a person who has attained the age of 25 years and has not attained the age of 74 years shall be eligible to be appointed a Director. The first five Directors shall be appointed by the Company, who shall appoint all five persons selected by the sole member and notified to the Company. Three of the Directors shall be selected by the sole member from nominations made by the Executive and the remaining two Directors shall be selected from nominations made by the Board to the sole member. All five Directors shall be deemed to have been appointed pursuant to Section 3(5) of the Companies (Amendment) Act 1982.

- 17.2 Where any Director is disqualified, retires, resigns, dies or becomes unable to continue to act as a Director due to mental or physical incapacity or for any other reason whatsoever (hereinafter referred to collectively as “the Outgoing Director”), the Company shall, by ordinary resolution, at any time and from time to time, appoint a Director (hereinafter referred to as “the Interim Director”) to replace the Outgoing Director. Where the Outgoing Director was originally nominated by the Executive, the Interim Director shall be appointed from nominations made by the Executive to the Company. Where the Outgoing Director was originally nominated by the Board, the Interim Director shall be appointed from nominations made by the Board to the Company. During the period he holds office, the Interim Director shall be equivalent to a Director for all purposes. The Interim Director shall continue in office pending ratification of his appointment by the sole member at the next appropriate meeting of the sole member. Where the appointment of the Interim Director is ratified by the sole member, the Interim Director shall thereafter be a Director. Where for any reason the sole member does not ratify the appointment of the Interim Director, the Interim Director shall resign without delay and the Company shall, by ordinary resolution, at any time and from time to time, appoint the person selected by the sole member to succeed the Interim Director and notified by the sole member to the Company. Where the Interim Director was appointed on the nomination of the Executive, the person selected by the sole member to succeed the Interim Director shall be selected from nominations made by the

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Executive to the sole member. Where the Interim Director was appointed on the nomination of the Board, the person selected by the sole member to succeed the Interim Director shall be selected from nominations made by the Board to the sole member.

- 17.3 On appointment, each Director shall execute a Declaration in the following form “I, [name of director,] agree to submit to the authority of the General Synod and the laws of the Church of Ireland in so far as such authority and laws relate to my role as director of The Church of Ireland Clergy Pension Trustee Limited, subject always to the laws in force in the Republic of Ireland” or such other form as may be determined from time to time by the sole member.
- 17.4 The Directors may be paid all travelling, hotel, and other expenses properly incurred by them in connection with their attendance at meetings of Directors or committees of Directors or general meetings or separate meetings of the holders of any class of shares or of debentures of the Company or otherwise in connection with the discharge of their duties.
- 17.5 No Director shall be required to hold a share qualification but each Director shall nevertheless be entitled to receive notice of and to attend and speak at every general meeting of the Company.
- 17.6 A Director may be or become a director or other officer of, or otherwise interested in, any company promoted by the Company or in which the Company may be interested as shareholder or otherwise, and no such Director shall be accountable to the Company for any remuneration or other benefits received by him as a director or officer of, or from his interest in, such other company unless the Company otherwise directs.
- 17.7 Directors shall have a term of office of three years which may be renewed for two further terms of three years by the Company, subject to each renewal being ratified by the sole member. Where a Director reaches the age of 75 years on or before the expiry of any term of office, the Company shall be precluded from renewing that Director’s term of office.

18 **BORROWING POWERS**

- 18.1 The Directors may from time to time at their discretion raise or borrow or secure the payment of any sum or sums of money for the purposes or the benefit of the Company or any other person upon such terms as to interest or otherwise as they may deem fit, and may for the purpose of securing the same and interest, or for any other purpose, create and issue any perpetual or redeemable debentures or debenture stock, bonds, securities or obligations of the Company at any time and in any form or manner and for any amount, and may raise or borrow or secure the payment of any sum or sums of money either by mortgage or charge upon the undertaking or the whole or any part of the

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property, present or future, or uncalled capital of the Company, and any debentures, debenture stock or other securities may be made assignable free from any equities between the Company and the person to whom the same may be issued; and any debentures, debenture stock and other securities may be issued at a premium or otherwise, and with any special privileges as to redemption, surrender, transfer, drawings, allotments of shares, attending and voting at General Meetings of the Company, appointment of Directors and otherwise.

19 POWERS AND DUTIES OF DIRECTORS

- 19.1 Subject to the provisions of the Acts the memorandum and the Articles and to any directions given by special resolution, the business of the Company shall be managed by the Directors who may exercise all the powers of the Company. No alteration of the memorandum or Articles and no such direction shall invalidate any prior act of the Directors which would have been valid if that alteration had not been made or that direction had not been given.
- 19.2 The Directors may from time to time and at any time by power of attorney appoint any company, firm or person or body of persons, whether nominated directly or indirectly by the Directors, to be the attorney or attorneys of the Company for such purposes and with such powers, authorities and discretions (not exceeding those vested in or exercisable by the Directors under these Articles) and for such period and subject to such conditions as they think fit, and any such power of attorney may contain such provisions for the protection for persons dealing with any such attorney as the Directors may think fit, and may also authorise any such attorney to delegate all or any of the powers, authorities and discretions vested in him.
- 19.3 The Directors may exercise the voting power conferred by the shares in any body corporate held or owned by the Company in such manner in all respects as they think fit (including without limitation the exercise of that power in favour of any resolution appointing its members or any of them Directors of such body corporate, or voting or providing for the payment of remuneration to the Directors of such body corporate).
- 19.4 A Director who is in any way, whether directly or indirectly, interested in a contract or proposed contract with the Company shall declare the nature of his interest at a meeting of the Directors in accordance with Section 194 of the Act.
- 19.5 A Director may vote in respect of any contract, appointment or arrangement in which he is interested and he shall be counted in the quorum present at the meeting.
- 19.6 A Director may hold any other office or place of profit under the Company (other than the office of auditor) in conjunction with his office as Director for such period and on such terms as to remuneration and otherwise as the

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Directors may determine and no Director or intending Director shall be disqualified by his office from contracting with the Company either with regard to his tenure of any such other office or place of profit or as vendor, purchaser or otherwise, nor shall any such contract or any contract or arrangement entered into by or on behalf of the Company in which any Director is in any way interested, be liable to be avoided nor shall any Director so contracting or being so interested be liable to account to the Company for any profit realised by any such contract or arrangement by reason of such Director holding that office or of the fiduciary relation thereby established.

- 19.7 A Director, notwithstanding his interest, may be counted in the quorum present at any meeting whereat he or any other Director is appointed to hold any such office or place of profit under the Company or whereat the terms of any such appointment are arranged, and he may vote on any such appointment or arrangement other than his own appointment or the arrangement of the terms thereof.
- 19.8 Any Director may act by himself or his firm in a professional capacity for the Company and he or his firm shall be entitled to remuneration for professional services as if he were not a Director, but nothing herein contained shall authorise a Director or his firm to act as auditor to the Company.
- 19.9 All cheques, promissory notes, drafts, bills of exchange and other negotiable instruments and all receipts from monies paid to the Company shall be signed, drawn, accepted, endorsed or otherwise executed, as the case may be, by such person or persons and in such manner as the Directors shall from time to time by resolution determine.
- 19.10 The Directors shall cause minutes to be made in books provided for the purpose:
- (a) of all appointments of officers made by the Directors;
 - (b) of the names of the Directors present at each meeting of the Directors and of any committee of the Directors;
 - (c) of all resolutions and proceedings at all meetings of the Company and of the Directors and of committees of Directors.
- 19.11 The Directors may provide benefits, whether by the payment of gratuities or pensions or by insurance or otherwise, for any Director who has held but no longer holds any executive office or employment with the Company or with any body corporate which is or has been a subsidiary of the Company or a predecessor in business of the Company or of any such subsidiary, and for any member of his family (including a spouse and a former spouse) or any person who is or was dependent on him, and may (as well before as after he ceases to

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hold such office or employment) contribute to any fund and pay premiums for the purchase or provision of any such benefit.

19.12 Without prejudice to the provisions of Article 19.11, the Directors may exercise all the powers of the Company to purchase and maintain insurance for or for the benefit of any person who is or was:

- (a) a Director, other officer, employee or auditor of the Company, or any body which is or was the holding company or subsidiary undertaking of the Company, or in which the Company or such holding company or subsidiary undertaking has or had any interest (whether direct or indirect) or with which the Company or such holding company or subsidiary undertaking is or was in any way allied or associated; or
- (b) a trustee of any pension fund in which employees of the Company or any other body referred to in article 19.12(a) is or has been interested, including without limitation insurance against any liability incurred by such person in respect of any act or omission in the actual or purported execution or discharge of his duties or in the exercise or purported exercise of his powers or otherwise in relation to his duties, powers or offices in relation to the relevant body or fund.

20 **DISQUALIFICATION OF DIRECTORS**

20.1 The office of a director shall be vacated if:

- (a) he ceases to be a director by virtue of any provision of the Acts or he becomes prohibited by law from being a director;
- (b) he becomes bankrupt or makes any arrangement or composition with his creditors generally;
- (c) in the opinion of the board of directors becomes incapable by reason of mental illness (as defined in the Mental Health Act 2001) of discharging his duties as director;
- (d) he resigns from his office by notice in writing served on the Company;
- (e) he resigns his office by spoken declaration at any board meeting and such resignation is accepted by resolution of that meeting, in which case such resignation shall take effect at the conclusion of such meeting;
- (f) he shall for more than six consecutive months have been absent without permission of the directors from meetings of directors held during that period and the directors resolve that his office be vacated;

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- (g) if he becomes incapable by reason of illness or injury of managing and administering his property and affairs;
- (h) his term of office expires and is not renewed by the Company.
- (i) the sole member directs the Company to terminate the Director's office.

21 **ROTATION OF DIRECTORS**

- 21.1 The directors of the Company shall not be required to retire by rotation.

22 **PROCEEDINGS OF DIRECTORS**

- 22.1 The Directors may meet together for the despatch of business, adjourn and otherwise regulate their meetings as they think fit. Questions arising at any meeting shall be decided by a majority of votes. Where there is an equality of votes, the chairman shall have a second or casting vote. A Director may, and the Secretary on the requisition of a Director shall, at any time summon a meeting of the Directors. If the Directors so resolve, it shall not be necessary to give notice of a meeting of Directors to any Director who, being resident in the State, is for the time being absent from the State.
- 22.2 The quorum necessary for the transaction of the business of the Directors may be fixed by the Directors, and unless so fixed shall be two.
- 22.3 The Directors may elect a chairman of their meetings and determine the period for which he is to hold office, but if no such chairman is elected, or, if at any meeting the chairman is not present within 15 minutes after the time appointed for holding the same, the Directors present may choose one of their number to be chairman of the meeting.
- 22.4 The Directors may delegate any of their powers to committees consisting of such member or members of the board as they think fit; any committee so formed shall, in the exercise of the powers so delegated, conform to any regulations that may be imposed on it by the Directors.
- 22.5 A committee may elect a chairman of its meetings; if no such chairman is elected, or if at any meeting the chairman is not present within 15 minutes after the time appointed for holding the same, the members present may choose one of their number to be chairman of the meeting.
- 22.6 A committee may meet and adjourn as it thinks proper. Questions arising at any meeting shall be determined by a majority of votes of the members present, and where there is an equality of votes, the chairman shall have a second or casting vote.

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- 22.7 All acts done by any meeting of the Directors or of a committee of Directors or by any person acting as a Director shall, notwithstanding that it be afterwards discovered that there was some defect in the appointment of any such Director or person acting as aforesaid, or that they or any of them were disqualified, be as valid as if every such person had been duly appointed and was qualified to be a Director.
- 22.8 Any director may participate in a meeting of the directors by means of telephone or other similar means of communication whereby all persons participating in the meeting can hear each other speak; and participation in a meeting in this manner shall constitute presence in person at such meeting.
- 23 **DIRECTORS' RESOLUTIONS IN WRITING**
- 23.1 A resolution in writing executed by all the Directors entitled to receive notice of a meeting of Directors or of a committee of Directors shall be as valid and effectual as if it had been passed at a meeting of Directors or (as the case may be) a committee of Directors duly convened and held. For this purpose
- (a) a resolution may be by means of an instrument sent to such address (if any) for the time being notified by the Company for that purpose; and
 - (b) a resolution may consist of several instruments, each executed by one or more Directors.
- 24 **SECRETARY**
- 24.1 Subject to the provisions of the Acts, the Secretary shall be appointed by the Directors, upon the nomination of the Executive, for such term and upon such conditions as they may think fit; and any Secretary so appointed may be removed by them.
- 24.2 A provision of the Act or these Articles requiring or authorising a thing to be done by or to a Director and the Secretary shall not be satisfied by its being done by or to the same person acting both as Director and as, or in place of, the Secretary.
- 25 **COMPANY SEAL AND AUTHENTICATION OF DOCUMENTS**
- 25.1 The seal shall only be used by the authority of a resolution of the Directors or of a committee of Directors authorised by the Directors in that behalf and every instrument to which the seal shall be affixed shall be signed by at least one Director and the secretary or by at least two Directors or by any other person authorised by the Directors. For the purpose of the preceding sentence only, "secretary" shall have the same meaning as in the Acts and not the meaning given to it by Article 1.2.

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- 25.2 The Company may exercise the powers conferred by Section 41 of the Act with regard to having an official seal for use abroad, and such powers shall be vested in the Directors.
- 25.3 Any Director or the Secretary or any person appointed by the Directors for the purpose shall have power to authenticate and certify as true copies of and extracts from:
- (a) any document comprising or affecting the constitution of the Company;
 - (b) any resolution passed by the Company, the holders of any class of shares in the capital of the Company, the Directors or any committee of the Directors;
 - (c) any book, record and document relating to the business of the Company (including without limitation the accounts).

If certified in this way, a document purporting to be a copy of a resolution, or the minutes of or an extract from the minutes of a meeting of the Company, the holders of any class of shares in the capital of the Company, the Directors or a committee of the Directors shall be conclusive evidence in favour of all persons dealing with the Company in reliance on it or them that the resolution was duly passed or, that the minutes are, or the extract from the minutes is, a true and accurate record of proceedings at a duly constituted meeting.

26 **ACCOUNTS**

- 26.1 The Directors shall cause proper books of account to be kept relating to:
- (a) all sums of money received and expended by the Company and the matters in respect of which the receipt and expenditure takes place; and.
 - (b) all sales and purchases of goods by the Company; and.
 - (c) the assets and liabilities of the Company.
- 26.2 Proper books shall not be deemed to be kept if there are not kept such books of account as are necessary to give a true and fair view of the state of the Company's affairs and to explain its transactions.
- 26.3 The books of account shall be kept at the Office or, subject to compliance with the Acts at such other place as the Directors think fit, and shall at all reasonable times be open to the inspection of the Directors.
- 26.4 The Directors shall from time to time determine whether and to what extent and at what times and places and under what conditions or regulations the accounts

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and books of the Company or any of them shall be open to the inspection of members, not being Directors, and no member (not being a Director) shall have any right of inspecting any account or book or document of the Company except as conferred by statute or authorised by the Directors or by the Company in general meeting.

- 26.5 The Directors shall from time to time, in accordance with the Acts cause to be prepared and to be laid before the annual general meeting of the Company such profit and loss accounts, balance sheets, group accounts and reports as are required by the Acts to be prepared and laid before the annual general meeting of the Company.
- 26.6 A copy of every balance sheet (including every document required by law to be annexed thereto) which is to be laid before the annual general meeting of the Company together with a copy of the Directors' report and auditors' report shall, not less than 21 days before the date of the annual general meeting be sent to every person entitled under the provisions of the Act to receive them.

27 **AUDITORS**

- 27.1 Auditors shall be appointed and their duties regulated in accordance with the provisions of the Acts.
- 27.2 Subject to the provisions of the Acts all acts done by any person acting as an auditors shall, as regards all persons dealing in good faith with the Company, be valid, notwithstanding that there was some defect in his appointment or that he was at the time of his appointment not qualified for appointment.

28 **NOTICES**

- 28.1 Any notice required to be given by the Company to any person ("the recipient") under these Articles may be given by means of delivery by post, cable, telegram, telex, telefax, electronic mail or any other means of communication approved by the directors, to the address or number of the recipient notified to the Company by the recipient for such purpose (or, if not so notified, then to the address or number of the recipient last known to the Company). Any notice so given shall be deemed, in the absence of any agreement to the contrary between the Company and the recipient, to have been served at the time of delivery (or, if delivery is refused, then when tendered) in the case of delivery, at the expiration of 48 hours after dispatch in the case of post, cables and telegrams and at the expiration of 12 hours after dispatch in the case of telex, telefax, electronic mail or other method of communication approved by the directors.

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- 28.2 Unless otherwise provided by these Articles, a member or a person entitled to a share in consequence of the death or bankruptcy of a member shall send any notice or other document pursuant to these Articles to the Company by whichever of the following methods he may in his absolute discretion determine:
- (a) by posting the notice or other document in a prepaid envelope addressed to the Office; or
 - (b) by leaving the notice or other document at the Office.
- 28.3 A member present, either in person or by proxy, at any meeting of the Company or of the holders of any class of shares in the capital of the Company shall be deemed to have been sent notice of the meeting and, where requisite, of the purposes for which it was called.
- 28.4 Every person who becomes entitled to a share shall be bound by any notice in respect of that share which, before his name is entered in the register of members, has been duly given to a person from whom he derives his title.
- 28.5 In the case of joint holders of a share, all notices or other documents shall be sent to the joint holder whose name stands first in the register in respect of the joint holding. Any notice or other document so sent shall be deemed for all purposes sent to all the joint holders.
- 28.6 A member whose registered address is not within Ireland and who gives to the Company an address within Ireland at which a notice or other document may be sent to him by instrument shall be entitled to have notices or other documents sent to him at that address but otherwise:
- (a) no such member shall be entitled to receive any notice or other document from the Company; and
 - (b) without prejudice to the generality of the foregoing, any notice of a general meeting of the Company which is in fact sent or purports to be sent to such member shall be ignored for the purpose of determining the validity of the proceedings at such general meetings.
- 28.7 Proof that an envelope containing a notice or other document was properly addressed, prepaid and posted shall be conclusive evidence that the notice or document was sent. A notice or other document sent by post shall be deemed sent:
- (a) if sent by registered post from an address in Ireland to another address in Ireland, or by a postal service similar to registered post from an address in another country to another address in that other country, on the day following that on which the envelope containing it was posted;
 - (b) if sent by airmail from an address in Ireland to an address outside Ireland, or from an address in another country to an address outside

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that country (including without limitation an address in Ireland), on the third day following that on which the envelope containing it was posted; and

- (c) in any other case, on the second day following that on which the envelope containing it was posted.

28.8 A notice or other document may be sent by the Company to the person or persons entitled to a share in consequence of the death or bankruptcy of a member by sending, in any manner the Company may choose authorised by these Articles for the sending of a notice or other document to a member, addressed to them by name, or by the title of representative of the deceased, or trustee of the bankrupt or by any similar description at the address, if any, within Ireland as may be supplied for that purpose by and on behalf of the person or persons claiming to be so entitled. Until such an address has been supplied, a notice or other document may be sent in any manner in which it might have been sent if the death or bankruptcy had not occurred.

29 **WINDING UP**

29.1 If the Company is wound up, the liquidator may, with the sanction of a special resolution of the Company and any other sanction required by the Acts divide among the members in specie the whole or any part of the assets of the Company and may, for that purpose, value any assets and determine how the division shall be carried out as between the members or different classes of members. The liquidator may, with the like sanction, vest the whole or any part of the assets in trustees upon such trusts for the benefit of the members as he with the like sanction determines, but no member shall be compelled to accept any assets upon which there is a liability.

30 **INDEMNITY**

30.1 Every director, managing director, agent, auditor, secretary or other officer of the Company shall be entitled to be indemnified out of the assets of the Company against all losses or liabilities which he may sustain or incur in or about the execution of the duties of his office or otherwise in relation thereto, including any liability incurred by him in defending any proceedings, whether civil or criminal, in which judgement is given in his favour or in which he is acquitted or in connection with any application under Section 391 of the Companies Act, 1963 in which relief is granted to him by the court, and no director or other officer shall be liable for any loss, damage or misfortune which may happen to or be incurred by the Company in the execution of the duties of his office or in relation thereto. This Article shall only have effect insofar as its provisions are not avoided by Section 200 of the Companies Act, 1963.

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APPENDIX L

**FUNDS RECEIVED
BY THE
REPRESENTATIVE CHURCH BODY IN 2009
FOR
PAROCHIAL AND DIOCESAN ENDOWMENT ETC**

	€	£
Aiken, J		460.00
Boon, Miss		200.00
Boyd, Alexander	1,500.00	
Boyd, Anna & George	1,500.00	
Briggs, Olive	5,000.00	
Brown, E		500.00
Carpenter, Edward H	15,290.23	
Church Education Society for Ireland (addition)	10,000.00	
Cox, Joseph & Oliva (addition)	200.00	
Ewart, ME (addition)		3,281.20
Fleming, Samuel M	12,382.00	
Garden of Remembrance (addition)	4,036.04	
Gordon, Bob		400.00
Gordon, Jinnie		300.00
Grant, EM		800.00
Hammond, Hugh (addition)	1,296.41	
Jackson, Helen	25,000.00	
Johnston, James William		1,500.00
Keith, Edward	700.00	
Lloyd, Raymond & Pearl	5,000.00	
Lynn, Victor		1,500.00
Mahon, Mathew Neary	20,000.00	
Millar, Shirley (addition)	30.00	
Millar, Verney (addition)	30.00	
Monaghan, Robert		100.00
Mothers' Union of Ireland Centenary Fund (addition)	9,300.00	
Myers, Elina	462.58	
Parochial Funds Kildrumferton (Kilmore) (addition)	10,000.00	
Parochial Funds Kilmoe (Cork)	100,000.00	
Parochial Funds Stranorlar (Raphoe) (addition)	17,732.42	
Parochial Funds Belfast St Nicholas (Connor) (addition)		60,000.00
Patton, WA	2,829.54	
Pearson, Catherine	200.00	
Robertson Endowments	250,000.00	
Roe, RB		300.00
Roundtree, Cecil (addition)	100.00	
Roundtree, Violet (addition)	1,700.00	
Stewart, Samuel (Gartnaneane)	4,000.00	

The Representative Church Body – Report 2010

	€	£
Taylor MBE, Major TR		1,000.00
Thackaberry, Richard	3,000.00	
Thompson, William R (Dick)		205.00
Wallace, Joyce Isobel		1,000.00
Waller, Joseph & Sarah (addition)	250.00	
Webb, Ven WP (addition)	6,027.00	
Wedlock, Jack	1,000.00	
Whiteside, Adelaide Edith	1,269.74	
Wright, JD & Mrs Norma		10,000.00
	<u>509,835.96</u>	<u>81,546.20</u>

Church of Ireland Pensions Board – Report 2010

THE CHURCH OF IRELAND PENSIONS BOARD
REPORT FOR THE YEAR 2009

Church of Ireland Pensions Board – Report 2010

**REPORT TO THE GENERAL SYNOD 2010
AND FINANCIAL STATEMENTS FOR THE YEAR 2009**

Members/Meetings of the Board

There were (6) meetings of the Board in 2009.

Elected by the House of Bishops

Most Rev Dr JRW Neill	(6)
Right Rev WP Colton	(2)

Elected by the General Synod

Ven DS McLean	(5)
Mr WT Morrow (retired April 2009)	(3)
Canon Lady Sheil	(6)
Rev ECJ Woods	(5)
Mr LV Johnston	(4)
Mr W Oliver (elected June 2009)	(2)

Elected by The Representative Church Body

Mrs JM Peters	(4)
Mr RP Willis	(4)
Mr TH Forsyth	(5)
Mr DG Perrin	(5)
Rev FJ McDowell	(6)

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

Assistant Secretary – Mr PM Talbot

Pensions and Welfare Officer – Mr PG Connor

Grants Committee

Canon Lady Sheil	Ven DS McLean	Mr LV Johnston
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Tel no (+3531) 4978422
Fax no (+3531) 4978821
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**REPORT OF THE BOARD OF THE CHURCH OF IRELAND
CLERGY PENSIONS FUND TO THE GENERAL SYNOD**

EXECUTIVE SUMMARY FOR THE YEAR 2009

- **Triennial Actuarial Valuation** – this valuation as at 30 September 2009 showed an actuarial deficit under the Minimum Funding Standard of €43m (section 11).
- **Actuarial Certificate** – the Actuary wrote to the Trustee to indicate that he 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 An Bord Pinsean to eliminate the deficit under the Minimum Funding Standard (section 11 and Appendix C).
- **Overview of Return on Fund** – the total return on the Fund for the year ended 31 December 2009 was 24.7% (2008, -34.6%). The main portion of the Fund is managed passively 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 as Trustee will be submitting a proposal to fund the substantial deficit in the Fund by way of proposed increased contributions to the Fund of capital injections from the RCB and proposed increases in the annual contribution rate for members and dioceses/parishes over a ten year period to 2019. This Funding Proposal will be brought in the first instance to the General Synod 2010 for approval (section 11).
- **Working Group reviewing legal issues** – the Working Group of representatives of the RCB Executive Committee and of the Board which was established to review issues concerning compliance and other statutory legal requirements has submitted its proposals which are summarised in section 13.
- **Proposed revised Chapter XIV** – as brought forward by the Working Groups on legal issues and solvency of the Fund.

Church of Ireland Pensions Board – Report 2010

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 BOARD

The Board expressed its thanks and appreciation to Mr WT Morrow, who retired during the year, for all his work on the Board and as a member of the Grants Committee.

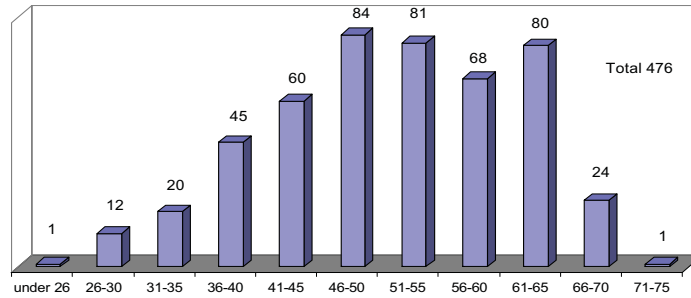
The Board welcomed Mr W Oliver following his appointment by the Standing Committee.

3 MEMBERSHIP OF THE FUND

Contributing members 1 January 2009		480	
Additions:	Newly ordained clergy	12	
	Clergy who re-entered service	2	
	Clergy who entered service from other Churches	6	
	Clergy who entered service from other posts	1	
	Transfer from Non-Stipendiary Ministry	2	
			<u>503</u>
Deductions:	Clergy retired on pension	13	
	Clergy who died in service	0	
	Clergy who left service with entitlement to deferred benefits	13	
	Clergy who left service and transferred their benefits to another fund	1	(27)
Contributing members 31 December 2009		<u>476</u>	<u>—</u>

Church of Ireland Pensions Board – Report 2010

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	12	20	45	60	84	81	68	80	24	1	476

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.

4. PENSIONERS

(a) Retired Clergy

Retired clergy on pension 1 January 2009	255
Add: Retirements during the year	13
Add: Deferred, became payable during the year	4
Deduct: Ceased on death during the year	(15)
Retired clergy on pension 31 December 2009	257

(b) Surviving Spouses of Clergy

Surviving spouses on pension 1 January 2009	219
Add: Commenced during the year	11
Deduct: Ceased on death during the year	(11)
Surviving spouses on pension 31 December 2009	219

(Note: The total of 219 includes 21 widows of members who either retired or died before 1976 and 13 widows of voluntary members (see section 7))

Church of Ireland Pensions Board – Report 2010

(c) Children

Child Dependency Allowances 1 January 2009	6
Add: Commenced during the year	0
Deduct: Ceased during the year	(0)
Child Dependency Allowances 31 December 2009	<u>6</u>

5. PENSIONS IN PAYMENT

The annual rate of pensions etc in payment at 1 January 2010 are:

	€		£
Clergy	1,651,439	and	2,029,857
Surviving spouses and orphans	1,405,681	and	1,029,846
	<u>3,057,120</u>	and	<u>3,059,703</u>

6. DEFERRED PENSIONS

There are 91 clergy with entitlement to deferred benefits as at 31 December 2009.

7. PENSIONS IN PAYMENT

Under the provisions of the Fund, pensions 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.

In recent years, pensions in payment on 1 January each year were increased by the preceding September's annualised rate of inflation in each jurisdiction (up to a maximum of 5%) except for those being paid to widows of voluntary members¹. However, pensions in payment on 31 December 2009 were not increased on 1 January 2010 as the September annualised inflation rate in each jurisdiction (Northern Ireland and the Republic) was in negative territory.

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.

8. 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 2009 lump sums totalling €79,833 and £148,810 became payable under the above headings in respect of 9 members as follows:

Died in service (0); died within 5 years following retirement (2); paid before NRA (2); paid at NRA (0); paid on retirement (2); deferred pension (3).

9. 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 in 2008 (with the subsequent inclusion of updated contribution rates for 2010) incorporates recent changes in pensions legislation and regulations together with ‘best practice’ and is forwarded to each new member. A copy is also available to any member on request to the Assistant Secretary.

10. INTERNAL DISPUTE RESOLUTION (IDR)

As required under pensions legislation the Board and the Trustee have put an Internal Dispute Resolution Procedure in place. A copy of the IDR Procedure may be obtained on request from the Assistant Secretary (Appendix A).

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

11. TRIENNIAL ACTUARIAL VALUATION, FUNDING PROPOSAL AND CONTRIBUTIONS

Current funding proposal with An Bord Pinsean – at 31 December 2008 the actuary reported in his Actuarial Certificate (appendix to the Report of the Board last year) that he was not satisfied that the Funding Proposal agreed with An Bord Pinsean was on track in order to restore the solvency level of the Fund to 100% by 30 September 2011. The Board reported that in view of the content of the Actuarial Certificate at December 2008 and the anticipated outcome of the Triennial Actuarial Valuation of the Fund at 30 September 2009, a new Funding Proposal will have to be submitted to An Bord Pinsean for their agreement.

The Representative Church Body, as Trustee, in conjunction with the Board, outlined details of a new Funding Proposal to the General Synod 2009. In an initial move to fund the Scheme, a Bill was brought to General Synod in May 2009 to increase the aggregate member and diocese/parish annual contribution rate to 26% (from the then 22.4%) with effect from 1 January 2010, the increase divided between members 2% and dioceses/parishes 1.6%.

Triennial Actuarial Valuation – the actuary reported to the Board (and separately to the RCB Executive Committee) in November on the preliminary results of the triennial actuarial valuation as at 30 September 2009. As anticipated, the Fund is in deficit with a Minimum Funding Standard (MFS) shortfall of some €43m. This deficit has arisen mainly as a result of the collapse in asset values across global markets and the increase in life expectancy of the members of the Fund.

See section 12 for the Actuarial Funding Certificate as at 30 September 2009 (dated 17 December 2009) and the Actuarial Certificate as at 31 December 2009 (dated February 2010).

New Funding Proposal required – following receipt of the actuarial certificate at 31 December 2008 and the result of the recent triennial actuarial valuation, the Board has considered in detail and supports a new Funding Proposal which has been developed by the RCB Executive Committee to address the MFS deficit in the Scheme. This new Funding Proposal was anticipated and reported in broad terms last year to General Synod.

The Funding Proposal, the background to which is explained in some detail in the Report of the Representative Body on page 42, incorporates the following key elements:

- capital transfers of €5m per annum for five years from central funds;
- increased annual contribution rates of dioceses/parishes and members from 26% to 30% with the possibility of a further increase in 2015 to 34%;

Church of Ireland Pensions Board – Report 2010

- basing pensions for the duration of the Funding Proposal (that is up to 2019) on Final Pensionable Stipend. It is proposed that while Pensionable Stipend will remain equal to the 2010 level of Minimum Approved Stipend (MAS), it may be increased thereafter by an amount which is somewhat less than inflation.

The Funding Proposal will have to be submitted to An Bord Pinsean by the autumn of 2010 for approval by that body before by 31 December 2010.

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 34.2% of Minimum Approved Stipend. This figure is made up of:

<u>Rate</u>	<u>Source</u>
7.6%	Members
18.4%	Dioceses/Parishes
<u>8.2%</u>	Central Funds (RCB) (<i>see section 'Contribution from central funds for 2010' below</i>)
34.2%	Total

A component of the Funding Proposal is that the combined contribution rate for Members and Dioceses/Parishes be increased to 30% with effect from 1 January 2011.

The Board recommends that the Member contribution be increased by 1.4% and the Dioceses/Parishes contribution be increased by 2.6%.

Accordingly, following approval of this year's Bill, contribution rates from 1 January 2011 for members and dioceses/parishes would be:

<u>Rate</u>	<u>Source</u>
9%	Members
21%	Dioceses/Parishes

Contribution from central funds for 2010 – based on the contribution rate of 8.2%, the transfer from central funds (€559,986 and £511,786 – equivalent to €1,136,257 in 2010) 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 and formed part of the increased contribution level to enable the Board and the Trustee to meet its statutory obligations under the Pensions Act and meet the Minimum Funding Standard by 30 September 2011.

As reported to last year's General Synod the Representative Body has committed to paying a sum of €5m into the Fund during 2010. As set out in the Funding Proposal

Church of Ireland Pensions Board – Report 2010

it is proposed that a further €20m of capital from central funds be paid into the Fund over the next four years (up to and including 2014).

12. ACTUARIAL FUNDING CERTIFICATE AND ACTUARIAL CERTIFICATE

The Actuarial Funding Certificate as at 30 September 2009 (dated 17 December 2009) and the Actuarial Certificate as at 31 December 2009 (dated February 2010) are included as Appendix B and Appendix C respectively to this report.

13. WORKING GROUP REVIEWING THE LEGAL ISSUES OF THE FUND

In 2008, 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.

At last year's Synod, while the work of the group was not yet complete, the Board and the RCB Executive Committee reported on progress to-date.

The Members of the General Synod will recall that legal advice had identified that various elements of Chapter XIV of the Constitution do not currently comply with Irish pension legislation and had questioned the current governance structure relating to the Clergy Pensions Fund. Accordingly it is proposed that a special purpose corporate trustee (The Church of Ireland Clergy Pensions Trustee Limited) be established. Its sole responsibility will be to discharge the responsibility of the Trust Deed and Rules of the Fund. This trustee company will be controlled by the RCB as its parent and by the Synod in relation to any changes to its constitution.

As the corporate trustee company 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 RCB Investment Committee in relation to investments and to the Clergy Pensions Board a range of duties which are largely those presently undertaken by it. 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. A Bill will be brought to this year's General Synod and the Explanatory Memorandum will highlight the proposed changes to Chapter XIV.

The main changes proposed by the Working Group on legal issues are:

- (i) New corporate trustee company (with its own Memorandum and Articles of Association) to conform with statutory pensions legislation.
- (ii) The corporate trustee will have five directors who will be appointed by the RCB. Two of these directors will be appointed from nominations of the Board while three will be from nominations by the RCB Executive Committee.

Church of Ireland Pensions Board – Report 2010

- (iii) The powers and duties of the Board and the Trustee in relation to the Fund have been clarified in order to conform with pensions legislation.
- (iv) As Early and Late Retirement rates are a result of the assumptions adopted in an actuarial valuation, these detailed tables are not set out in Chapter XIV but will be published in the Explanatory Booklet. If there is to be any alteration in the figures resulting from changes in the actuarial calculations then the General Synod would be advised of such changes and they would be included in a revised Explanatory Booklet (*see section 9*).
- (v) The calculations for episcopal contributions will conform to those of all members of the Fund i.e. based on pensionable episcopal stipend. Pensions for Bishops appointed on or after 1 January 2011 will be based on actual service to credit in the Fund and pensionable episcopal stipend on reaching normal retirement age.

In addition two further changes are necessitated by the Funding Proposal of the RCB Executive Committee to restore the solvency of the Fund;

- (vi) The basis on which pensions are calculated until 2019 will be ‘Pensionable Stipend’ rather than ‘Minimum Approved Stipend’. Pensionable Stipend is defined in draft Section 2 of the revised Chapter XIV as the figure approved annually by the General Synod on the recommendation of the Trustee and the Representative Church Body, having regard to the financial status of the Fund and having received actuarial advice, and shall not be a figure lower than that for the previous year.
- (vii) An increase in the rates of contribution to be made to the Fund by members of the Fund and by dioceses with effect from 1 January 2011 is proposed and these proposed increases are set out in draft sections 34 and 35 of the Bill. Because a further increase in the rates of contribution in 2015 may be needed, provision for this is included in draft Section 34A, *but this would not become effective before 1 January 2015*.

An overview of the changes proposed to Chapter XIV may be found in Appendices I and J to the Report of the Representative Body and in the Explanatory Memorandum of the Bill.

14. 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.

15. 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

Church of Ireland Pensions Board – Report 2010

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 101 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.

16. 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 192 and 193.)

17. 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 and benefits in relation to the Northern Ireland subdivision for 2009 and 2008 as shown in the Financial Statements. It is hoped that this schedule will be helpful in studying the accounts.

	2009	2008
	£'000	£'000
Contributions		
- Members - normal	350	360
- additional personal	51	49
- Dioceses	1,075	1,137
Representative Church Body	511	495
Pensions to Retired Clergy and Bishops	2,025	1,868
Pensions to surviving spouses and orphans	1,024	1,000
Commutation of pensions	114	255
Death benefits	93	132

18. 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 2010

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2009

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
FINANCIAL STATEMENTS 2009 **PAGE 2**

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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.

A working group, established in 2008 by the Executive Committee of the Representative Church Body, and comprising members from the Executive Committee and from the Clergy Pensions Board, was tasked with examining the governance of the Clergy Pension Fund and ensuring that it conformed with pension legislation and with good practice. The recommendations of the working group form the basis for a Bill which is being brought to General Synod in 2010. Amongst other provisions this Bill will seek approval for the Representative Church Body to establish a specialist company to act as Trustee of the Fund. It is intended that the Representative Body would be the sole member of the new Trustee Company.

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. The Fund is maintained in separate sub divisions by jurisdiction.

Summary Performance of Fund Assets

The Financial Statements record only the performance of the Fund Assets and net cash additions or withdrawals. Actuarial calculations of the liability for future benefits do not form part of these accounts.

The financial development of the Fund over the year 2009 was as follows:

	€'000
Contributions and other receipts	4,777
Benefits paid and other expenses	(6,941)
Net deficit	(2,164)
Investment return for year	18,908
Value of Fund at 31 December 2008	<u>77,245</u>
Value of fund at 31 December 2009	93,989

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.

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 Clergy Pensions Board. The certificate states that, at 31 December 2009, the Clergy Pension Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act.

As a result, the Trustee is required to submit a 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.

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 2009
FINANCIAL STATEMENTS **PAGE 6**

REVIEW OF 2009

The past 12 months were a volatile period for risky assets such as equities and property. Poor credit conditions and tightening liquidity in capital markets, stemming from the subprime crisis in the US, continued to take their toll early in the year. However, following a rally which began in March, equity markets recovered some lost ground. In Euro terms, the FTSE World Index returned 30.2% for the year while the FTSE Europe ex UK returned 30.5% and the FTSE UK returned 39.2%.

Fears of a protracted global recession, and perhaps even a depression, continued to weigh on the macroeconomic outlook early in the year. This led to significant supports being put in place by the global authorities, many of which remain in place:

- Interest rates are at historically low levels. The US Federal Reserve left interest rates in a target range of between zero and 0.25% for the full year. The ECB cut rates from 2.5% at the beginning of the year to 1% since April and the Bank of England cut rates from 2.0% to 0.5% since March.
- Significant stimulus packages were announced throughout the world (US \$787bn, China \$587bn, Japan \$260bn, Germany \$63bn). These packages are centred around spending on infrastructure projects (roads, bridges, schools etc), tax breaks for first-time buyers (US) and car scrappage schemes (US & Germany).
- Finally, there has been significant quantitative easing whereby the authorities effectively print money and use it to purchase bonds, thereby pushing prices higher and yields lower.

This co-ordinated global intervention helped to stabilise a very serious crisis in the banking sector and the knock on impact that this could have had on the general economy. The US & Eurozone economies moved out of recession during the third quarter as a direct result of government incentives but, despite this, unemployment rates remain high. The Eurozone recovery was led by Germany and France with other economies such as Italy, Austria and Netherlands following while Spain and Ireland's domestic economies lagged. The UK labour market stabilised towards year end but UK policy makers continued to provide stimulus into the economy.

In the bond markets, the Merrill Lynch EMU Government > 10 Year Bond index ended the year up 2.78% after some volatile monthly moves. Early in the year, market participants witnessed a flood of issuance of government bonds before further weaknesses in other asset classes benefited bonds. However, as investors became less risk averse, peripheral countries outperformed core with German bonds underperforming relative to Italian and other bonds. Subdued inflation and a commitment from the ECB toward maintaining low interest rates further supported bonds before renewed concerns over sovereign credit worthiness surfaced toward year end.

The UK Government > 10 Year Index returned 4.09% in Euro terms. However, this was largely due to currency as the index fell by 4.35% in local terms on concerns about the increasing budget deficit in the UK and a possible credit rating downgrade.

OUTLOOK FOR 2010

One of the major challenges facing policy makers in 2010 is how to exit from their aggressively loose monetary policies without undermining the economic recovery. Any increase in interest rates will have to be cautious and more importantly gradual. While the unprecedented policy response has been effective, it is still very difficult to assess the underlying demand conditions within the global economy (particularly demand from the indebted consumer sector).

In the US, the economic recovery is well underway with business activity levels trending upwards and signs of stabilisation in the housing and labour markets. Low inventory levels have also led to improvements in production activity. The core Eurozone economies are also experiencing similar conditions although some of the peripheral countries remained burdened by difficulties in the financial and property sectors.

Conditions are likely to remain supportive for equity markets in the early part of 2010 as the various stimulus packages are likely to remain in place for most of the first half of the year. However, doubts remain over the extent to which consumer confidence will return and earnings growth expectations may be revised downward as the year progresses.

Government debt levels have increased in response to the recent crisis and governments will need to be seen to be taking actions to address their fiscal problems over the coming months. The credit worthiness of sovereign debt has also come into question, particularly since Greece was downgraded in late 2009.

Bond yields are likely to move higher in 2010 as authorities reverse some of the unprecedented accommodative monetary policy, by removing liquidity from the market and increasing interest rates later in the year. While it is expected that the withdrawal of accommodative policy will be gradual, the impact of higher bond yields is weaker bond prices. The increase in longer yields may be restrained by low inflation expectations and a muted economic recovery.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
REPORT OF IRISH LIFE INVESTMENT MANAGERS 2008
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PERFORMANCE

Investment management of the equity and fixed interest elements of the Clergy Pension Fund transferred to Irish Life Investment Managers with effect from 24th 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 bond funds for the 12 months to 31-Dec-2009 was +26.1%.

VALUATION & ASSET DISTRIBUTION

Including property and venture capital values provided by other managers:

Valuation at 31-Dec-2009	€ 000's
ILIM Irish Fund	45,278
ILIM UK Fund	45,734
Property & Venture Capital	<u>2,867</u>
	€93,879

Asset Distribution at 31-Dec-2009

Equity		
Europe	38.7%	
UK	31.8%	
US/ Rest of World	<u>10.4%</u>	80.9%
Fixed Interest		
Europe	9.0%	
UK	<u>7.0%</u>	16.0%
Property		2.9%
Venture Capital		<u>0.2%</u>
		<u>100.0%</u>

Irish Life Investment Managers
04 February 2010



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Independent Auditors' Report to the trustees of the Church of Ireland Clergy Pension Fund Pension Scheme

We have audited the financial statements of the Church of Ireland Clergy Pension Fund Pension Scheme for the year ended 31 December 2009 which comprise the Consolidated Fund and the related notes. These financial statements have been prepared under the accounting policies set out therein.

Respective responsibilities of trustee and auditors

As described in the statement of trustee's responsibilities, the trustee is 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 scheme's trustee as a body in accordance with Section 56 of the Pensions Act 1990 and for no other purpose. We do not, in giving 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 scheme during the scheme 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 scheme have been received by the trustee within 30 days of the scheme year end and, in our opinion, have been paid in accordance with the scheme 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 trustee's 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 trustee in the preparation of the financial statements, and of whether the accounting policies are appropriate to the scheme'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 scheme and the timing of those payments.



Independent Auditors' Report to the trustee of the of the Church of Ireland Clergy Pension Fund Pension Scheme - continued

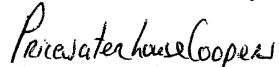
Basis of opinion - continued

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 scheme rules and the recommendation of the actuary and received within 30 days of the scheme 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 scheme during the year ended 31 December 2009, 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 scheme during the year ended 31 December 2009 have been received by the trustee within 30 days of the end of the scheme year and, in our opinion, such contributions have been paid in accordance with the scheme rules and the recommendation of the actuary.


PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin

15 March 2010

The Trustee is responsible for the maintenance and integrity of the Church of Ireland website.

Uncertainty regarding legal requirements is compounded as information published on the internet is accessible in many countries with different legal requirements relating to the preparation and dissemination of financial statements.

The maintenance and integrity of the Church of Ireland's website is the responsibility of the Trustee; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdiction.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

ACCOUNTING POLICIES

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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. (2009 €1 = £0.8881
2008 €1 = £0.9525).
- (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.
- (vi) **Contributions**

Normal contributions, both from the members and from the employer, are accounted for on an accruals basis in the month employee contributions are deducted from the payroll. Employers’ augmentation contributions are accounted for in accordance with the agreement under which they are paid, or in the absence of such an agreement, when received. Additional voluntary contributions from the members are accounted for, on an accruals basis, in the month deducted from the payroll.

Employers’ deficit funding contributions are accounted for in accordance with the agreement under which they are being paid or, in the absence of an agreement, on a receipt basis.
- (vii) **Transfers to and from other Schemes**

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

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THE CHURCH OF IRELAND CLERGY PENSIONS FUND
FUND ACCOUNT **YEAR ENDED 31 DECEMBER 2009**
FINANCIAL STATEMENTS **PAGE 12**

CONSOLIDATED FUND			
	Notes	2009	2008
		€'000	€'000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	4,777	4,492
BENEFITS AND OTHER PAYMENTS			
Benefits payable	4	6,814	6,585
Administrative expenses payable to the Trustee		127	146
		<u>6,941</u>	<u>6,731</u>
CONTRIBUTIONS LESS BENEFITS		<u>(2,164)</u>	<u>(2,239)</u>
INVESTMENT RETURN FOR THE YEAR			
Investment income	5	62	254
Realised and unrealised investment gain / (loss)		18,859	(40,464)
Currency translation adjustment		43	(1,513)
Investment management expenses		(56)	(72)
		<u>18,908</u>	<u>(41,795)</u>
NET INCREASE / (DECREASE) IN FUND FOR YEAR		<u>16,744</u>	<u>(44,034)</u>
BALANCE 1 JANUARY		<u>77,245</u>	<u>121,279</u>
BALANCE 31 DECEMBER		<u><u>93,989</u></u>	<u><u>77,245</u></u>

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

Signed on behalf of the Trustee: *S Gamble*

DG Perrin

Date: 9 March 2010

Church of Ireland Pensions Board – Report 2010

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NET ASSETS STATEMENT **YEAR ENDED 31 DECEMBER 2009**
FINANCIAL STATEMENTS **PAGE 13**

CONSOLIDATED FUND	Notes	2009	2008
			€'000
INVESTED ASSETS	6	93,895	77,241
		-----	-----
CURRENT ASSETS			
Amounts due from the Representative Church Body		162	395
CURRENT LIABILITIES			
Creditors		(68)	(391)
		-----	-----
NET CURRENT ASSETS		94	4
		=====	=====
BALANCE OF FUND		93,989	77,245
		=====	=====

Signed on behalf of the Trustee: *S Gamble*

DG Perrin

Date: 9 March 2010

Church of Ireland Pensions Board – Report 2010

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
YEAR ENDED 31 DECEMBER 2009
FINANCIAL STATEMENTS **PAGE 14**

REPUBLIC OF IRELAND SUBDIVISION

	Notes	2009	2008
		€'000	€'000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	2,520	2,348
Transfers from Northern Ireland subdivision		49	303
		<u>2,569</u>	<u>2,651</u>
BENEFITS AND OTHER PAYMENTS			
Benefits payable	4	3,148	3,168
Transfers to Northern Ireland subdivision		36	869
Administrative expenses		126	145
		<u>3,310</u>	<u>4,182</u>
CONTRIBUTIONS LESS BENEFITS		<u>(741)</u>	<u>(1,531)</u>
INVESTMENT RETURN FOR THE YEAR			
Investment income		55	119
Realised and unrealised investment gain / (loss)		9,354	(22,312)
Investment management expenses		(28)	(35)
		<u>9,381</u>	<u>(22,228)</u>
NET INCREASE / (DECREASE) IN FUND FOR YEAR		<u>8,640</u>	<u>(23,759)</u>
BALANCE 1 JANUARY		38,199	61,958
BALANCE 31 DECEMBER		<u><u>46,839</u></u>	<u><u>38,199</u></u>

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THE CHURCH OF IRELAND CLERGY PENSIONS FUND
YEAR ENDED 31 DECEMBER 2009
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NORTHERN IRELAND SUBDIVISION

	Notes	2009	2008
		€'000	€'000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	2,257	2,144
Transfers from Republic of Ireland subdivision		36	869
		<u>2,293</u>	<u>3,013</u>
BENEFITS AND OTHER PAYMENTS			
Benefits payable	4	3,666	3,417
Transfers to Republic of Ireland subdivision		49	303
Administrative expenses		1	1
		<u>3,716</u>	<u>3,721</u>
CONTRIBUTIONS LESS BENEFITS		<u>(1,423)</u>	<u>(708)</u>
INVESTMENT RETURN FOR THE YEAR			
Investment income		7	135
Realised and unrealised investment gain / (loss)		9,505	(18,152)
Currency translation adjustment		43	(1,513)
Investment management expenses		(28)	(37)
		<u>9,527</u>	<u>(19,567)</u>
NET INCREASE / (DECREASE) IN FUND FOR YEAR		8,104	(20,275)
BALANCE 1 JANUARY		39,046	59,321
BALANCE 31 DECEMBER		<u>47,150</u>	<u>39,046</u>

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS

FINANCIAL STATEMENTS

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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 2009. 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 2009 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 must be agreed with the Irish Pensions Board by 31 December 2010.

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 Church of Ireland Pensions Board and these statements should be read in conjunction therewith.

3. SUMMARY OF CONTRIBUTIONS RECEIVABLE

	2009 €'000	2008 €'000
<u>Republic of Ireland</u>		
Members – normal	425	399
– additional personal	164	148
Dioceses	1,352	1,257
Representative Church Body	<u>579</u>	<u>544</u>
	<u>2,520</u>	<u>2,348</u>
<u>Northern Ireland</u>		
Members – normal	394	379
– additional personal	57	51
Dioceses	1,210	1,194
Representative Church Body	576	520
Transfers from other funds	<u>20</u>	<u>-</u>
	<u>2,257</u>	<u>2,144</u>
Total	<u>4,777</u>	<u>4,492</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 17**

4. BENEFITS PAYABLE

	2009 €'000	2008 €'000
<u>Republic of Ireland</u>		
Pensions to retired bishops and clergy	1,712	1,635
Pensions to surviving spouses and orphans	1,389	1,310
Commutation of pensions	47	108
Death benefits	-	115
	<u>3,148</u>	<u>3,168</u>
<u>Northern Ireland</u>		
Pensions to retired bishops and clergy	2,280	1,961
Pensions to surviving spouses and orphans	1,153	1,050
Commutation of pensions	128	268
Death benefits	105	138
	<u>3,666</u>	<u>3,417</u>
Total	<u><u>6,814</u></u>	<u><u>6,585</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 18**

5. ANALYSIS OF INVESTMENT INCOME

	2009 €'000	2008 €'000
Fixed interest securities	-	113
Dividends from equities	-	25
Income from managed funds	-	18
Interest on cash deposits	-	41
	<u>-</u>	<u>197</u>
Other trust income	62	57
	<u>62</u>	<u>254</u>
	<u><u>62</u></u>	<u><u>254</u></u>

The invested assets are held in a unitised fund and income is attributed to the fund as it arises and is not separately reported.

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

6. (a) INVESTED ASSETS

	Market Value 2009	Market Value 2008
Equities	€'000	€'000
UK	26,532	19,510
Europe ex UK	30,150	23,747
Global	19,255	15,860
Bonds		
European	8,475	8,371
UK	6,616	6,558
	-----	-----
	91,028	74,046
	-----	-----
Other		
Irish Property Unit Trust	225	291
New Ireland Pension Property Series 1	2,467	2,710
New Ireland Venture Capital	175	178
Cash	-	16
	-----	-----
	2,867	3,195
	-----	-----
Total	93,895	77,241
	=====	=====

The total invested assets include an amount of €15,455 (€67,000 in 2008) 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 20**

6. INVESTED ASSETS – CONTINUED

(b) The fund 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 2009, 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	39.9%
FTSE All World Series UK	32.8%
S&P Global 100	10.7%
Merrill Lynch EMU Govt > 10 Year	9.3%
Merrill Lynch UK Govt > 10 Year	7.3%

7. CONTINGENT LIABILITIES

In the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2009.

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 2009

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 2009 of not less than:

	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

On 31 December 2009, pensions were in course of payment to 206 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 2009, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

- (a) a grant towards basic housing costs of £350 or €500 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 2009 exceeded the figures in the Table by £725 or €1,010.

(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

Church of Ireland Pensions Board – Report 2010

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 2009.

(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	€11,976
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

The number of grants in payment on 31 December 2009 was five.

(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
-----------------	--------

One grant was payable on 31 December 2009.

(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 £1,322 if he or she died while holding

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office in Northern Ireland, or €1,876 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 £3,786 if they died while holding office in Northern Ireland or €5,673 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 £1,192 if they resided in the United Kingdom or €1,689 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 2010

The Representative Body recommends that the General Synod of 2010 approves allocations of €11,972 plus £1,025 to the Supplemental Fund from 2009 income (see page 19 of the report of the Representative Body).

The allocations recommended, combined with an unexpended surplus for 2009 and dividend income for 2010, 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 2010 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 €11,556 plus £9,131.

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(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 £1,025.

(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	£4,953
Eligible clergy:	
Married	£7,920

It is estimated that the cost of this scheme will be €14,232 plus £1,614.

(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.

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(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 2010

THE SUPPLEMENTAL FUND

31 December 2009

FUND STATEMENT

	2009 €'000	2008 €'000
INCOME		
General Synod Allocations	42	104
Investment Income	31	32
Income from Trusts and Donations	2	3
	<u>75</u>	<u>139</u>
EXPENDITURE		
Augmentation – Surviving Spouses and Orphans	22	21
Grants to Surviving Spouses	12	27
Grants to Retired Clergy	23	82
Expenses	5	5
	<u>62</u>	<u>135</u>
Surplus of income	13	4
Revaluation movement	94	(328)
Currency translation adjustment	31	(127)
	<u>125</u>	<u>(455)</u>
Net increase/(decrease) in fund for year	125	(455)
Capital balance 1 January	582	1,037
Capital balance 31 December	<u>707</u>	<u>582</u>

Church of Ireland Pensions Board – Report 2010

THE SUPPLEMENTAL FUND

ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2009

	2009 €'000	2008 €'000
Investments at Valuation		
RB General Unit Trusts	707	582
	<u>707</u>	<u>582</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 2009. We have examined the above and have compared them with the books and records of the Fund. We have not performed an Audit and accordingly do not express an audit opinion on the above statements. In our opinion the above statements are in accordance with the books and records of the Fund.

PricewaterhouseCoopers
Chartered Accountants
Dublin

March 2010

Church of Ireland Pensions Board – Report 2010

**THE CHURCH OF IRELAND
VOLUNTARY CONTRIBUTIONS SCHEME**

1. MEMBERSHIP AS AT 31 DECEMBER 2009

	Membership 31/12/08	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/09
RI	32	1	0	0	3	30
NI	<u>7</u>	<u>0</u>	0	0	<u>1</u>	<u>6</u>
Total	39	1	0	0	4	36
Previous Year	41	2	0	0	4	39

Three members increased their contributions. The average annual contribution at the end of 2009 was (RI) €4,185 and (NI) £840. Contributions continue to be invested with the Standard Life Assurance Company in the “Managed Pension Fund”, the “With Profits Pension Fund”, the “Cash Pension Fund” or the “Pension Fixed Interest Fund”, as appropriate, of the Tower Pension Series for those contributors who reside in the Republic of Ireland or the Castle Pension Series for those contributors who reside in Northern Ireland.

2. FUND STATEMENT

	2009 €'000	2008 €'000
Contributions received	93	97
Less paid on retirement or death	(23)	(127)
Less commuted to pension		(0)
	<u>70</u>	<u>(30)</u>
Balance 1 January	492	543
Currency Translation Adjustment	5	(21)
Balance 31 December	<u>567</u>	<u>492</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.

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2. Under the Scheme members are permitted to make voluntary contributions which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities. The balance at the year end represents the net accumulation of members' contributions which have been transferred to the Standard Life Assurance Company by the Trustee. The value of the investments underlying these contributions is not reflected in the statement.
3. Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2009 €1 = £0.8881 (2008 €1 = £0.9525)

ACCOUNTANTS' REPORT

The Representative Church Body is responsible for preparing the Fund Statement for the year ended 31 December 2009. 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 2010

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 2009 was €52,676 and £3,807.

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 €76,935 plus £91,744 were allocated in 2009 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 2009 to provide additional income for the most elderly and needy retired clergy and surviving spouses of clergy. This enabled the Board to give an additional grant of €510 or £375 as appropriate, to each retired member of the clergy who had reached 65 years of age and to each surviving spouse irrespective of age who also needed a grant from the Supplemental Fund to ensure a minimum income under the schemes in operation for that purpose. A total of four surviving spouses 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 2010.

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”.

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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 2009, grants totalling €38,021 were paid to 22 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 2009, the total of grants paid was €1,830.

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 2009 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €14,839 and £5,400 to 16 surviving spouses and grants totalling £7,600 to nine retired clergy.

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

APPENDIX A

CLERGY PENSIONS FUND

Internal Dispute Resolution (IDR) Procedure

Under Irish pensions legislation¹ all pension schemes are required to have an Internal Dispute Resolution (IDR) Procedure. As a result all disputes arising in connection with the administration of a pension scheme may not be brought to the Pensions Ombudsman unless they have, in the first instance, been processed through that scheme's IDR Procedure.

Accordingly, the trustees of every occupational pension scheme are required to establish internal procedures for resolution of disputes and to set out certain steps which must be included in those procedures. The RCB, as Trustee of the Clergy Pensions Fund, has put in place such an IDR Procedure, which must be followed before an issue can be brought to the Pensions Ombudsman.

The Pensions Ombudsman has jurisdiction to investigate specified complaints against, or disputes with, persons responsible for the management of an occupational pension scheme.

The IDR Procedure, as it relates to members of the Clergy Pensions Fund, is described below in the form of a series of "questions" and "answers".

What is IDR?

IDR, or Internal Dispute Resolution, is a procedure that the Trustee has drawn up in order to deal with certain types of complaints that may be made by actual or potential beneficiaries of the Clergy Pensions Fund (CPF).

When should this IDR Procedure be used?

Most queries or complaints in relation to the CPF are easily resolved if raised with the Assistant Secretary to the Church of Ireland Pensions Board, Church of Ireland House, Church Avenue, Rathmines, Dublin 6, before invoking the IDR Procedure. Any relevant documents should be brought to the Assistant Secretary's attention.

If the query or complaint cannot be resolved satisfactorily by raising the issue with the Assistant Secretary, then the Assistant Secretary will be able to make an initial assessment of your complaint and advise you of whether your complaint qualifies for IDR.

¹ Pensions Ombudsman Regulations, 2003 (S.I. 397 of 2003) made pursuant to section 132 of the Pensions Act 1990 as inserted by section 5 of the Pensions (Amendment) Act 2002.

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If it does qualify for IDR, the Assistant Secretary can assist you in writing to the Trustee invoking the IDR Procedure and in assembling relevant documentation.

If your complaint does not qualify for IDR, the Assistant Secretary may be able to recommend a resolution to your complaint. *In any event, notice of your complaint will be brought to the attention of the Trustee by the Assistant Secretary.*

What types of complaint can I bring to the IDR Procedure?

Two types of complaint are eligible for IDR. If you are:

- an actual, or potential beneficiary and you allege that you have sustained financial loss due to maladministration by or on behalf of a person responsible for managing the CPF; or
- an actual or potential beneficiary and have a dispute of fact or law in relation to an action taken by a person(s) responsible for managing the Clergy Pensions Fund.

Do I have the right to bring my complaint directly to the Pensions Ombudsman?

No. The Pensions Ombudsman can only consider complaints that have already been through IDR. You may refer your complaint to the Ombudsman if, having gone through IDR, you are not satisfied with the outcome.

How do I make a complaint using the IDR Procedure?

If your complaint qualifies for IDR, then you must make an application in writing to the Trustee of the CPF, Church of Ireland House, Rathmines, Dublin 6.

You must include the following information when you write to the Trustee:

- Your full name and date of birth;
- Details of your membership of the Fund if relevant (e.g. serving clergy should include date of joining, retired clergy should include date of retirement, clergy who have left the service of the Church of Ireland should include the date of leaving etc);
- Your home address and the address for correspondence if different;
- Your PPS Number, or National Insurance Number as appropriate;
- Where you are not a member, details of your relationship to the relevant member, or details as to why you consider you should be a member;
- A written statement providing all available details of your complaint or dispute;
- A description of the informal steps taken in an attempt to resolve the dispute;

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- A statement as to why you are aggrieved. If you believe you have suffered a financial loss, details of why you believe this to be the case with supporting calculations if possible;
- Copies of all available supporting documentation;
- Confirmation that you have not previously referred your complaint to the statutory Pensions Board.

How will my complaint be dealt with by the Trustee under IDR?

The Trustee may, on receiving your letter, appoint a nominated Representative, or Representatives, to make an initial assessment of your complaint. The nominated Representative(s) may decide to consult with the Church of Ireland Pensions Board and any other parties involved in the dispute, such as the scheme administrators, if relevant. The Representative(s) will provide these parties with details of your case and consider their recommendations. The Representative(s) may also discuss your case with their expert advisors and receive their opinion on the merits of your case.

The Representative(s) may decide to offer you an oral hearing if it is felt that it would add clarity to the case. If such an oral hearing is offered to you, you may accept or reject it.

If, in the opinion of the Representative(s), the case is reasonably clear, whether in your favour or otherwise, the Representative(s) shall issue conclusions to you by way of a 'Notice of Determination'. (See later). However, for more complex cases, the case may be referred by the Representative(s) to the Executive Committee of the Trustee for its consideration, before a 'Notice of Determination' is issued by the Representative(s).

If the facts of the case are unusually complex, the case can be put by the Representative(s) to an independent person who has not previously been involved in the case. The Representative(s) shall consider, in respect of each complaint, whether using such an independent person is appropriate. For example, the Representative(s) may be satisfied that it has already received expert and independent advice. However if it is decided that referring the case to an independent person is likely to be useful, the Representative(s) will consider who an appropriate independent person might be. (For example he or she might be a pensions solicitor from a firm that does not have any conflict of interest with the case.). You shall be informed of the proposed independent person and if you are not satisfied with the Representative(s) choice, the Representative(s) may decide not to refer the case to any independent person, but to proceed instead with issuing their conclusions to you by a 'Notice of Determination'.

If the case is referred to an independent person, such person shall be given supporting documents and asked by the Representative(s) for a recommendation on your complaint or dispute. The Representative(s) will consider any such recommendation before issuing their conclusions to you by way of a 'Notice of Determination'.

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If your complaint or dispute relates to a decision made by the Trustee which involved the exercise of its discretion on a particular point, then, if the Representative(s) remains satisfied with the original decision, the Representative(s) shall most likely simply confirm the Trustee's decision to you and refer you to the part(s) of the rules of the Fund that confers that discretion.

What form of response to my complaint will I receive from the Trustee?

You will receive a response in writing recording the decision in relation to the complaint or dispute *within three months* of receipt of the required information from you. This response is referred to as a **Notice of Determination**. It shall include:

- a statement of what has been decided (which could be a decision to make a compensating payment, or to reject the claim etc.);
- a reference to any legislation, legal precedent, guidelines of the statutory Pensions Board, ruling or practice of the Revenue authorities, or other material relied upon;
- a reference to any parts of the rules of the scheme relied upon;
- where a discretion has been exercised, a reference to the parts of the rules of the scheme that confer this discretion;
- a statement that the Notice of Determination is not binding on you unless you agree in writing to be bound by it;
- a statement that the Pensions Ombudsman may have jurisdiction to investigate the matter and that further information can be obtained from:

The Pensions Ombudsman
36 Upper Mount Street
Dublin 2

Telephone: 00353 1 6471650
Email: info@pensionsombudsman.ie

Approved by The Trustee of the Clergy Pensions Fund

on [date]

NOTE – under Irish pensions legislation the Trustee of the CPF (currently the RCB) is obliged to have an IDR Procedure in place at this point in time. Accordingly the above document is written from the perspective of the RCB being the Trustee. Following implementation of the proposed changes to Chapter XIV the references to the Trustee in this document will have to be changed.

Church of Ireland Pensions Board – Report 2010

APPENDIX B



An Bord Pinsean-
The Pensions Board

SCHEDULE BC

Article 4

ACTUARIAL FUNDING CERTIFICATE

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

SCHEME NAME: The Church of Ireland Clergy Pension Fund

SCHEME COMMENCEMENT DATE: 1st January 1976

PENSIONS BOARD REFERENCE NO.: PB 1667

EFFECTIVE DATE OF

THIS CERTIFICATE: 30th September 2009

PREVIOUS CERTIFICATE: 30th September 2006

On the basis of information supplied to me and having regard to such financial and other assumptions as I consider to be appropriate:-

- (1) I am of the opinion that at the effective date of this certificate the resources of the scheme, which are calculated for the purposes of section 44 of the Act to be €90,876,000 ~~would~~ *would not* have been sufficient if the scheme had been wound up at that date to provide for the liabilities of the scheme determined in accordance with section 44 of the Act which, including the estimated expenses of administering the winding up of the scheme, amount to €134,152,000.
- (2) I am of the opinion that at the effective date of this certificate the resources of the scheme, calculated for the purposes of section 44 of the Act, would have been sufficient, after allowance for the estimated expenses of administering the winding up of the scheme, to provide for the discharge of the liabilities of the scheme determined in accordance with section 44 of the Act as follows:
 - (a) **100%** of the benefits as set out in section 44(a)(i) of the Act
 - (b) **100%** of the benefits as set out in section 44(a)(ii) of the Act
 - (c) **2.9%** of the benefits as set out in sections 44(a)(iii) and 44(a)(iv) of the Act
 - (d) **0%** of the benefits, other than those referred to in subparagraphs (a) to (c) of this paragraph, to which paragraph 5 of the Third Schedule of the Act relates.

- (3) *I hereby state the specified percentage for the above scheme for the purpose of section 44 of the Act to be 0%.*

~~I hereby state that the specified percentage for the above scheme for the purposes of section 44 of the Act is not applicable as there are no benefits which are described in paragraph 5 of the Third Schedule.~~

I therefore certify that as at the effective date of this certificate the scheme ~~satisfies~~ *does not satisfy* the funding standard provided for in section 44 of the Act. I further certify that I am qualified for appointment as actuary to the scheme for the purposes of section 51 of the Act.

Signature: James R. Kehoe

Date: December 17, 2009

Name: James R. Kehoe

Qualification: F.S.A.I

Name of Actuary's Employer/Firm: Mercer

Scheme Actuary Certificate No.: P038

** Please delete whichever is not applicable.*

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EXPLANATORY NOTE – PROVIDED FOR INFORMATION ONLY AND NOT FORMING PART OF THE CERTIFICATE

This note is intended to provide clarification of the benefits that the actuary has valued in establishing the liabilities for the purposes of the certificate and assumes that the effective date of the certificate is after 22 September 2005. Section 44 of the Pensions Act, 1990, as amended, and the Third Schedule set out in detail the benefits valued.

If the scheme satisfies the funding standard, the actuary is of the opinion that the scheme would have had sufficient assets to meet specified benefits and expenses if it had been wound up. The opinion is based on the position at the effective date of the certificate.

The benefits can be summarised as follows:

- (1) *In respect of current pensioners -*
all future benefit entitlements under rules of the scheme
- (2) *In respect of members not currently receiving pensions -*
 - (a) all benefits secured by additional voluntary contributions or granted under the scheme by way of transfer of rights from another scheme, and
 - (b) the scheme benefits that are required by the Act to be preserved – this relates to all benefits accrued up to the effective date of the certificate and includes revaluation of benefits accrued from 1991, and
 - (c) the certified percentage of the additional benefits described in paragraph 5 of the Third Schedule. This normally relates to revaluation of benefits accrued before 1 January 1991.

Note to the Trustees

Under the Pensions Act, 1990, as amended, the trustees of a defined benefit scheme must arrange to have an actuarial valuation of the scheme carried out periodically and must obtain an Actuarial Funding Certificate.

Certificates must have an effective date of not more than 3 years after the scheme's inception or the date of the previous certificate or, where the previous certificate has an effective date before 23 September 2005, or where the scheme commenced prior to 23 September 2005 and it is the first certificate for the scheme, it must be prepared not more than 3½ years after the scheme's inception or the date of the previous certificate.

Certificates, completed by an actuary who holds a Scheme Actuary Certificate issued by the Society of Actuaries in Ireland, must be submitted to the Board within 9 months of the effective date, or, where the certificate is required as a result of a negative actuarial statement in the trustee annual report for the scheme, within 12 months of the last day of the period to which the trustee annual report relates. Certificates should be sent to:

The Pensions Board
Verschoyle House
28-30 Lower Mount Street
Dublin 2
Tel: (01) 6131900
www.pensionsboard.ie

APPENDIX C



Church of Ireland Pensions Board Report 2010

Actuarial Certificate

The most recent actuarial valuation of the Church of Ireland Clergy Pensions Fund was at 30 September 2009. The results of that valuation showed that the Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act 1990 at the valuation date. The assets of the Fund were sufficient to cover 67% of the liabilities under the Minimum Funding Standard at the valuation date. These liabilities include benefits for the current active members based upon completed service and the Minimum Approved Stipend at the valuation date, pensions in the course of payment to members and their spouses, and deferred pensions in respect of members who have left service.

Investment returns in recent years have been poor for pension plans generally and this together with lower interest rates, which increase the Fund's liabilities, has affected the funded position of the Clergy Fund. Accordingly, I am not satisfied that as at 31 December 2009 the Church of Ireland Clergy Pensions Fund would have met the Minimum Funding Standard under Section 44 of the Pensions Act.

As a result, the Trustee will have to submit a 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.

A handwritten signature in blue ink that reads "Paul McMahon". The signature is written in a cursive style.

Paul McMahon
Fellow of the Society of Actuaries in Ireland

February 2010

Standing Committee – Report 2010

STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND FORTIETH ORDINARY SESSION 2010

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**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

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Standing Committee – Report 2010

1. SUMMARY

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

- The Anglican Covenant
- Charities Legislation
- The Child Protection Officer NI Review
- The Code of Duty and Conduct for Clergy
- The Interchangeability of Ministry

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

6	Ven REB White
6	Rev FJ McDowell
4	Mr SR Harper
6	Canon Lady Sheil

Elected Members

Diocese

Armagh	3	†	Very Rev PW Rooke
	3	◦	Rev TS Forster
	4	◦	Mr LV Johnston
			None available
Clogher	4	†	Rev Canon JW Stewart
	4	◦	Rev BT Kerr
	5	†	Mr WR Pringle
	5	†	Mr GMT Moore

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Derry	3	†	Rev PL Storey
	4	†	Rev RS Miller
	5	†	Mr RA Pollock
	2	†	Mr KW Witherow
Down	6	◦	Ven PF Patterson
	3	†	Rev SE Doogan
	5	†	Mrs HM McClay
	5	†	Mr RA Brannigan
Connor	3	◦	Ven SR McBride
	4	†	Rev SA Fielding
	4	◦	Mr HRJ Totten
	4	◦	Mr PJ Hamill
Kilmore	5	†	Very Rev WR Ferguson
	5	†	Rev CWL McCauley
	4	◦	Mr D Gillespie
	5	†	Mrs B Barrett
Tuam	4	◦	Very Rev SM Patterson
	4	†	Ven GL Hastings
	2	◦	Mr DJ Auchmuty
			None available
Dublin	5	†	Rev Canon KM Poulton
	4	◦	Rev GV Wharton
	4	†	Dr VA Jones
	2	◦	Mr LJW MacCann SC

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Meath 5 ° Very Rev RW Jones
 2 ° Rev LEA Peilow
 6 ° Mrs JM Bruton
 None available

Cashel 5 † Ven JG Murray
 2 † Rev A Minion
 3 ° Mr C Wellwood
 3 ° Mr EGJ Driver

Cork 3 ° Very Rev CL Peters
 5 ° Rev AM Wilkinson
 5 ° Mr WF Baker
 1 ° Mr R Buttimer

Limerick 4 ° Very Rev JMG Sirr
 4 ° Rev Canon SM Neill
 6 ° Mr A Hilliard
 1 ° Mr E Hardy

Co-opted Members

6 § Rev Canon P Comerford 6 § Mr AN McNeile
5 § Rev GTW Davison 6 § Ven RB Rountree
6 § Rev Dr MJ Elliott 3 § Ms CS Turner
5 * Rev AJ Forster

° Re-elected May 2009 † Elected May 2009

§ Re-elected June 2009 * Elected June 2009

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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

The Hon Mr Justice Declan Budd

His Honour Judge T Burgess

The Rt Hon Sir Anthony Campbell

Mr MC Davey

Mr LJW MacCann SC

The Honorary Secretaries

The Hon Mrs Justice Catherine McGuinness

Mr WD Prentice

His Honour Judge RF Rodgers

The Hon Sir Ben Stephens

Mr JW Wilson QC

PRIORITIES FUND COMMITTEE

Capt N Barnes

Mrs JM Bruton

Ven GWT Davison

Mr SR Harper

Mrs J Leighton

Ven SR McBride

Mr HRJ Totten

Rev AM Wilkinson

BUDGET SUB-COMMITTEE

Mr WF Baker

Mr SR Harper

Mr LV Johnston

Rev FJ McDowell

Mr AN McNeile

Mr HRJ Totten

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

Rt Rev MAJ Burrows

Rev OMR Donohoe

Ms R Handy

Rev E Hanna

Most Rev AET Harper

Rev Canon PA Harvey

Mr W Kingston

Rev JMD Pierce

Mrs A Rooke

Mr TA Smallwoods

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LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

The Hon Mr Justice Declan Budd	Mr LJW MacCann SC
His Honour Judge T Burgess	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 P Good	Mr JW Wilson QC

3. ANGLICAN COMMUNION

In June 2009, the Standing Committee appointed the Anglican Covenant Working Group to examine Section 4 of the Ridley Cambridge Draft of the Anglican Covenant and to recommend a response.

In September 2009, the Standing Committee adopted the report of the Anglican Covenant Working Group (Appendix B on page 233) as the official response to Section 4 of the Ridley Cambridge draft of the Anglican Covenant from the Standing Committee of the General Synod of the Church of Ireland. This response was then forwarded to the Anglican Communion Office.

The final text of the Anglican Covenant (Appendix C on page 234) was submitted to the Standing Committee in January 2010. The Committee agreed to refer the final text of the Anglican Covenant to the Commission for Christian Unity and Dialogue to enable the Commission to make a recommendation concerning appropriate action in relation to the Covenant at the General Synod 2011.

4. APPOINTMENTS

Committee etc	Name
General Assembly of the Presbyterian Church, Belfast, June 2009	The Bishop of Meath and Kildare Very Rev RSJH McKelvey
Conference of the Methodist Church, Dublin, June 2009	The Bishop of Meath and Kildare Rev Canon KM Poulton
Annual Meeting of the Religious Society of Friends, Dublin, July 2009	Dr K Milne
Meissen Commission Meeting, Whalley Abbey, September 2009	Rev Canon Dr IM Ellis
Church of Ireland Press Ltd PACT (Protestant Aid Society)	Mr DB O'Callaghan Rev Canon KM Poulton Rev GV Wharton
United Society for the Propagation of the Gospel (USPG)	Rev Canon P Comerford Rev K Gibson

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5. AUDIT OF ACCOUNTS

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

6. BILL OF RIGHTS NI WORKING GROUP

The Northern Ireland Office (NIO) invited submissions on the consultation paper regarding a Bill of Rights for Northern Ireland. In January 2010, the Standing Committee appointed the Bill of Rights (NI) Working Group to develop a submission from the Church of Ireland to the NIO.

In March 2010, the Standing Committee received the report from the Bill of Rights (NI) Working Group, adopted the report as the official response of the Church of Ireland and submitted it to the Northern Ireland Office (NIO). The response is included in Appendix D on page 246.

7. BISHOPS' APPEAL ADVISORY COMMITTEE

The World Development Bishops' Appeal Advisory Committee report is included in Appendix E on page 267.

8. 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 F on page 274.

In March 2010, the Standing Committee agreed to conclude the work of the Central Communications Board Internet Committee pending a proposal to advance work in this area from the Representative Church Body.

9. CHARITIES LEGISLATION

In September 2009, the Standing Committee was informed that the issue of charities legislation was moving at a significant pace in Northern Ireland but that in the Republic of Ireland the issue was stalled somewhat as the legislation, while passed, had not yet been enacted and that a Charities Commission was yet to be established in that jurisdiction.

The Standing Committee was briefed that a delegation had held a meeting with Mr Tom McGrath, the head of the Charities Commission in Northern Ireland. He noted that the

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Church of Ireland was the first external body to meet with him following his appointment.

The Standing Committee was informed that in Northern Ireland the Interim Register will automatically include those parishes or diocesan organisations that are already registered as a charity within Northern Ireland and that no other action was required by those parishes or diocesan organisations at that time.

It was noted that while originally it had been envisaged that a diocesan structure would be adopted it had become clear that the intent of the Diocesan Secretaries in Northern Ireland was now to work towards the registration of parochial structures.

The Standing Committee was informed that Diocesan Secretaries in Northern Ireland now favoured the parochial structures as the diocesan structure would cause the dioceses to exceed the financial thresholds and result in more complex auditing and significantly elevated audit fees. Also, the dioceses did not wish to become responsible or carry legal liability for the actions of individual parishes.

It was suggested that in a parochial structure, the registered charitable entity would be the Select Vestry. As property is vested in the Representative Church Body and as the Church of Ireland in its widest sense is the beneficial owner, the property is not regarded as being owned by the parish and therefore the parish does not have to report on it as an item. Therefore, the governance of the Church at a parochial level should remain much as it is at present. It was stated that the parish would be able to avail of self-regulation as allowed through the designated religious category in the legislation. The members of the Select Vestry would become *ex-officio* trustees of the charity, the purpose of which would be to support the objectives of the parish.

The Standing Committee was informed that the Ecclesiastical Insurance Organisation has confirmed that the insurance required for trustees is already in place and available.

The Standing Committee was informed that a series of information meetings had been held in Moira, Dublin and Charleville to explain the current standing of the charities legislation, the requirements at both a diocesan and parish level and the sort of accounting package that could assist with the reporting procedures. It was stated that these had been both well attended and well received and therefore there would be a further roll-out of such meetings throughout the autumn of 2009. The guidelines for parochial treasurers were also published during the autumn. Further meetings were also held in Omagh, Antrim, Armagh and Rooskey.

The Standing Committee was further informed that a letter would be sent to all parishes outlining the situation, and that there would be an article printed in *The Church of*

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Ireland Gazette and diocesan magazines and that the information would be updated, as available, on the Church of Ireland website.

In November 2009, the Standing Committee approved the response to the public consultation from the Charity Commission for Northern Ireland: *Meeting the Charity Test – Demonstrating Public Benefit* (Appendix G on page 282).

In January 2010, the Standing Committee amended and approved the statement of ‘Charitable Purpose’ and the statement of ‘Public Benefit’ (Appendix H on page 285) and these documents have been favourably reviewed by the secretariat in the new Charity Commission for Northern Ireland as appropriate for use by vestries registering under the new legislation. The Charity Commission has also been asked to consider that the submission of the Church of Ireland Constitution and relevant diocesan rules will be agreeable as a means of registering the governance documents for select vestries. This will simplify the registration process and maintain the strong existing governance structures within the Church. Initial indications from the Charity Commission are that this will be accepted.

In March 2010, the Standing Committee agreed that the General Synod should be requested to approve the statements on ‘Charitable Purpose’ and ‘Public Benefit’ as guidance documents for use by Church of Ireland Select Vestries or equivalent bodies registering as charities under the new legislation. (Appendix A on page 231).

10. CHILD PROTECTION OFFICER NI REVIEW

In March 2006, the Representative Church Body approved the positions of Child Protection Officers (CPOs) for Northern Ireland and the Republic of Ireland subject to review by Standing Committee. A CPO NI was appointed in March 2007 on a three-year contract. In June 2009, the Chief Officer requested that the Secretary to the Board of Education NI conduct a review of the role of the CPO in order to inform members of Standing Committee on the need for the continuation of the post.

In January 2009, the review of the role of the CPO NI was submitted to the Standing Committee (Appendix I on page 286). The Standing Committee agreed that the role of the CPO NI should be continued for a further three years subject to a review and recommended to the Representative Church Body Executive Committee that the post should remain full-time on a three-year term. The Committee further recommended that the role description of the post should be amended following the conclusions of the report of the review of the post.

11. CHILDREN’S MINISTRY

The Honorary Secretaries held a meeting in May 2009 in Church House, Dublin regarding children’s ministry in the Church of Ireland. Representatives from the Sunday School Society, the dioceses and other individuals involved in aspects of children’s ministry attended the meeting.

The meeting agreed that some foundational work was necessary and that a sub-group should be appointed to further the work in this area.

In June 2009, the Standing Committee appointed the Children’s Ministry Working Group to examine the practice of children’s ministry in the Church of Ireland and bring forward proposals to meet the needs of the Church in respect of this area of ministry and to report to the Committee in January 2010.

In January 2010, the Standing Committee agreed to the request of the Children’s Ministry Working Group to extend the term of the Group until January 2011 as the Group had concluded that a co-ordinated piece of research into the current shape of children’s ministry is necessary before proposals are developed.

12. CHURCH OF IRELAND COLLEGE OF EDUCATION

In November 2009, on behalf of the General Synod, the Standing Committee appointed the following as governors of the Church of Ireland College of Education:

The Most Rev AET Harper
The Rt Rev MAJ Burrows
The Rt Rev KH Clarke
The Rt Rev TR Williams

13. CIVIL PARTNERSHIP BILL 2009 (RI)

In November 2009, the Standing Committee discussed the *Civil Partnership Bill 2009 (RI)*. The Committee requested that the Church in Society Committee examine the issue and provide a briefing paper to the Committee at the next meeting.

In January 2010, the Standing Committee received the briefing paper from the Church in Society Committee (see Church in Society Report, Appendix F on page 354) and requested that it be forwarded to the Minister for Justice and that a delegation from the Church of Ireland request a meeting with the Minister to discuss the issue further.

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In March 2010, the Church of Ireland delegation met with Mr J Kenny and Ms D O'Brien from the Department of Justice, Equality and Law Reform to discuss the *Civil Partnership Bill 2009 (RI)*. The Church of Ireland delegation was informed that an amendment to include a conscience clause in the bill would not be possible as it could open a floodgate for hate and intolerance. However, the delegation was content that the legislation distinguishes between partnership and the institution of marriage.

The Standing Committee was asked to seek legal counsel in response to the following question:

In the case of a rector and select vestry who would find it difficult to grant the use of a hall to a same sex couple who wish to celebrate their union, where do they stand in civil law (both north and south), and if a civil action were to be taken against the rector and select vestry, would the rector and select vestry be able to avail of the offices of the RCB legal department to defend them on the grounds that refusal was on the basis of the fact that granting the use of the hall would have compromised their conscientious objection to same sex marriages in principle?

The opinion from the RCB legal department is included as Appendix J on page 298.

14. CLERGY TIED HOUSING

In April 2009, the Standing Committee discussed clergy tied housing. It was noted that there are separate difficulties to be addressed regarding clergy tied housing. Firstly, there are a set of issues relating to the various functions of the tied house; it is home to a family, a place of work and has a select vestry making decisions regarding the property. Secondly, there is the issue of a residence for clergy upon retirement. It was noted that there may be a variety of ways to improve the experience of clergy in relation to tied housing without moving away from the model of tied housing.

The Standing Committee agreed a working group should be appointed to consider the issue and that the working group would be empowered to co-opt members to the working group and should aim to co-opt two clergy spouses, one of whom works in the home and another who works outside the home, to ensure a broad view of tied housing for modern clergy families.

The Standing Committee appointed the following to the Clergy Tied Housing Working Group, to examine the issue of clergy tied housing, consult with the Representative Church Body and other appropriate committees, and submit an analysis of the issue to the Standing Committee:

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Standing Committee:	Rev MRK Ferry
House of Bishops:	Rt Rev AF Abernethy
Commission on Ministry:	Ms R Handy
Church of Ireland Marriage Council:	Rev BJ Harper
Representative Church Body Executive Committee:	Mr RW Benson Mrs JM Peters

15. CODE OF DUTY AND CONDUCT FOR CLERGY

In April 2009, the Standing Committee discussed the issue of a code of duty and conduct for clergy. The Committee noted that there is existing Canon Law on how a member of the clergy should execute his/her office but that it can be ambiguous and is located in various different places among the Canons and the Ordinal.

It was also stressed that the production of a code of duty and conduct should not imply a shift from the status of ‘office-holder’ to ‘employee’ for clergy and therefore that such a code would have to be very carefully drafted.

In June 2010, the Standing Committee noted that the General Synod 2009 had resolved that the Standing Committee should report to the General Synod, in 2010, on progress towards a code of duty and conduct for ministering in the Church of Ireland. The Committee requested that the Archbishops and Honorary Secretaries invite two people to conduct a preliminary examination of the issue to assess the scale and priorities of the work required and that their finds be reported to the Standing Committee.

It was reported to the Standing Committee in November 2009 that Mr Terence Dunlop and Mrs Karen Erwin had agreed to conduct the preliminary examination of the issue. Rev SA Farrell has agreed to assist the committee with research.

Mr Dunlop is the Secretary of the Judicial Studies Board and is an ordained minister. Mrs Karen Erwin is the founder of Erwin Mediation Services having been a partner in A&L Goodbody Solicitors for 15 years and subsequently executive director of *The Irish Times* for a period of eight years. Their work is ongoing at this time.

16. ECUMENICAL CANONS

In April 2009, the Standing Committee discussed the issue of Ecumenical Canons and agreed in principle that the way forward is to make an amendment to the existing Canons 10 and 11 to which regulations may be attached and that these should be binding as is the case with the *Safeguarding Trust* and the marriage regulations.

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In January 2010, the Legislation Committee reported to the Standing Committee that a considerable amount of work is required to produce an enabling canon and thus has appointed the following people to a sub-group to further the work in this area:

The Rt Hon Sir Anthony Campbell
Rev SE Doogan
Rev FJ McDowell
Ven PF Patterson (Chairman)

The Standing Committee noted that the Legislation Committee anticipates that a special bill to produce an enabling ecumenical canon will be introduced to the General Synod in 2011.

17. GENERAL SYNOD 2010

In June 2009, the Standing Committee debated the issue of holding General Synod on a Sunday. A resolution proposing that the General Synod 2010 be held on Thursday 6, Friday 7 and Saturday 8 May in Christ Church Cathedral Dublin was put before the Standing Committee. An amendment of the dates to Friday 7, Saturday 8 and Sunday 9 May was then proposed. A vote was taken and the amendment was defeated.

The suitability of Christ Church Cathedral as a venue for the General Synod of 2010 was discussed. A proposal to reconsider the location of the General Synod 2010 was put before the Standing Committee. A vote was taken and the proposal was won by 25 votes to 24.

However, following further discussion on the logistics of finding another suitable venue in the time allowed and within budget, the original resolution was proposed and it was resolved that the General Synod in 2010 will be held on 6, 7 and 8 of May in Christ Church Cathedral, Dublin.

18. GENERAL SYNOD 2011

The Standing Committee agreed that the meeting of the General Synod 2011 will be held in the Armagh City Hotel, Armagh on 12, 13 and 14 May.

19. GENERAL SYNOD ROYALTIES FUND

The Standing Committee agreed that a grant of €2,790 be made to the Covenant Council for the publication of its forthcoming booklet exploring the shared liturgical heritage and worship resources of the Church of Ireland and the Methodist Church in Ireland: *Working out the Covenant – a shared spiritual heritage* by Gillian Kingston.

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The Standing Committee approved that the sum of €2,000 be made available from the General Synod Royalties Fund to the Liturgical Advisory Committee for the ongoing development costs of the electronic liturgy subject to an account of invoiced expenditures being returned to the secretariat at the year end for report to the Standing Committee Budget Sub-Committee.

The Standing Committee agreed that a grant of €2,500 be made from the General Synod Royalties Fund for the publication by Church of Ireland Publishing of *Reader Ministry in the Church of Ireland* by George Leckey.

The Standing Committee agreed that a grant of €3,000 be made to the Four Courts Press, Dublin to subvent the republication of the *Letters of Primate Boulter 1724 – 42* (Eds Dr Patrick McNally and Dr Kenneth Milne).

The Standing Committee approved a special grant of €75,000 to the Allocations Committee to support expenditures in the areas of liturgy, education, the purchase of books for the RCB Library and communications for 2010.

The Standing Committee agreed that a grant of €2,700 be made to the Liturgical Advisory Committee for the production costs of the final Year A of *Singing Psalms* to enable the completion of the project.

The Standing Committee approved a grant of €4,000 to the APCK to produce two Church of Ireland information pamphlets.

The Standing Committee agreed that a grant of €2,000 be made to the Church of Ireland College of Education towards the total publication costs of €10,000 for a bi-centenary history of the Kildare Place Society in which the College has its historic roots.

20. GENERAL SYNOD / STANDING COMMITTEE FINANCES

In September 2009, the Standing Committee was addressed by Mr DC Reardon, the Chief Officer of the Representative Church Body. The Standing Committee was informed that for the year 2009 the Church of Ireland would be running a deficit in the region of a six figure sum. It was stated that the Representative Church Body had been prudent during the years of the Celtic Tiger and had built up the Allocations Reserve Fund which in September 2009 stood at €4.7m. However, it was stated that if the Church of Ireland continued to run at such a deficit that the reserve funds would only last for two to three years and that decisions needed to be taken that would secure the financial future of the Church of Ireland in the longer term.

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In light of the financial climate the Allocations Committee requested that the Budget Sub-Committee request a 20% decrease in budget requests for 2010 from the committees.

The Budget Sub-Committee considered budget submissions from the various bodies concerning their projected expenditure for the year 2010, and presented a report to the Standing Committee in September 2009 and a further report in November 2009.

In September 2009, the Chairman of the Budget Sub-Committee requested the Honorary Secretaries to re-evaluate the needs of committees, to allocate members of staff to committees that have a need for substantive work, and, that other committees should work with honorary secretaries to support their administrative needs. It was stated that currently all Church House staff had agreed to a voluntary pay freeze last year and that a number of staff had taken voluntary unpaid sabbaticals. It was also noted that there had been a 29% reduction in synod staff since the previous year and that currently the synod office was operating with a core staff of 2.5 people.

Following consideration of the reports, recommendations were submitted to the Representative Church Body Allocations Committee.

21. HARD GOSPEL IMPLEMENTATION GROUP

In January 2010, following a request from the Hard Gospel Implementation Group, the Standing Committee adopted the following:

That the Standing Committee revises the terms of reference for the Hard Gospel Implementation Group, which was originally configured as an implementation body in the following way:

- a. That the HGIG will facilitate a twice-yearly survey of the structures of the Church against the proposals in the report *Living with Difference: A Reality Check* and make a report with recommendations to specific bodies or group based on the survey results.
- b. That the HGIG will research the availability of statistics about the Church of Ireland and will seek to gather and collate these figures to build a picture of the Church at all levels, in order to inform the Group's work in promoting the value of diversity and participation in Church life.
- c. That, in the context of the comments of the Budget Sub-Committee in its report to the Standing Committee in September 2009, the prioritisation of the proposals in the report *Living with Difference: A Reality Check* will address

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first those things that can be achieved at least cost to avoid incurring additional financial or personnel resource costs at a time when the Standing Committee is seeking to achieve further cutbacks.

The interim report of the Hard Gospel Implementation Group is included as Appendix K on page 302.

22. HISTORIOGRAPHER'S REPORT

A report from the Church of Ireland Historiographer, Dr K Milne, is included as Appendix L on page 303.

23. INTERCHANGEABILITY OF MINISTRY

In June 2009, the Standing Committee received an interim report (Appendix M on page 305) from the Interchangeability of Ministry Working Group and agreed that the Working Group could continue its work in consultation with its counterpart group in the Methodist Church in Ireland with the authority and encouragement of the Standing Committee.

In March 2010, the Standing Committee was informed that the Church of Ireland Interchangeability of Ministry Working Group had held two joint meetings with the Methodist Church in Ireland Interchangeability of Ministry Working Group. The Church of Ireland Interchangeability of Ministry Working Group submitted a report to the Standing Committee (Appendix N on page 307).

A joint statement of agreed principles (Appendix O on page 308) composed at the joint meetings of the Interchangeability of Ministry Working Groups was also submitted to the Standing Committee in March 2010. The Standing Committee commended the agreed principles of the interchangeability of ministry and requested that they be reported to the General Synod in 2010 and encouraged the continuing of the dialogue as a matter of priority for the Church of Ireland.

24. INTERIM BOARD FOR SOCIAL THEOLOGY IN ACTION

In March 2009, the Standing Committee approved the restructuring proposal from the Church in Society Committee, the Board for Social Responsibility RI and the Board for Social Action NI that was subsequently received by the General Synod in May 2009.

In January 2010, the Interim Board for Social Theology in Action made a number of proposals to the Standing Committee and the following resolutions were adopted:

That the Standing Committee concludes the business of the Board for Social Action (NI), the Board for Social Responsibility (RI) and the Church in Society Committee from the day preceding the first day of the General Synod 2010.

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That the Standing Committee requires that the General Purpose and Finance Committee of the Church of Ireland Board for Social Responsibility (NI), a company limited by guarantee, shall report to the Standing Committee no less than once per annum.

That the Standing Committee authorises the Interim Board for Social Theology in Action to draft role descriptions for prospective members of the new Board and that expressions of interest for membership may be sought.

The Interim Board for Social Theology in Action presented its final proposal to the Standing Committee in March 2010 (Appendix P on page 310).

25. IRISH COUNCIL OF CHURCHES

In March 2010, the Standing Committee ratified the appointment of the following to represent the Church of Ireland on the Irish Council of Churches for the year 2010:

The Most Rev JRW Neill	Rev Canon MD Gardner
Mr GC Casey	Mr J McGaffin
The Most Rev RL Clarke	Mrs R McKelvey
Rev Canon Dr IM Ellis	Dr K Milne
Rev Canon R Fox	Mr WT Morrow
Ms R Handy	Rev DR Nuzum
Mr SR Harper	Rev TDB Pierce
Rev EJ Harris	Ms U Raab
Rev Canon WA Lewis	Rev OC Ulogwara
Rev MWJ Loney	The Rt Rev TR Williams

26. MEISSEN AGREEMENT

A meeting of the Meissen Commission was held in Whalley Abbey, Diocese of Blackburn from 17 to 21 September 2009 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 Q on page 320.

27. 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:

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- 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?
- 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?

Following consideration the General Synod Legal Advisory Committee agreed the following with regard to:

Pre-disestablishment Graveyards

The following are entitled to be buried therein as of right:

- Every person living in the parish at the time of his death of whatever faith or of no faith. (Church of Ireland, Journal of the General Synod, 1945, p 20)
- Every person dying in the parish of whatever faith or of no faith. (Church of Ireland, Journal of the General Synod, 1945, p 20)

The incumbent and churchwardens are entitled to decide the place of burial. (Church of Ireland Constitution Ch XII, Section 4 (2))

No fee may be charged unless established by immemorial usage. (RCB v Neill and Marshall (1892) 26 ILTR 419 and Morgan and others v Semple (1893) 28 ILTR 543)

Reasonable fee may be charged for a tombstone. (RCB v Warnock (1886) 20 ILTR 28)

If the deceased is of a Christian denomination he or she is entitled to a burial service according to the rites of that denomination at the graveside. (31 & 32 VICT c 103 (1868))

The deceased may be buried without any burial service at all. (31&32 VICT c 103 (1868))

Post-disestablishment Graveyards

These are held in trust for the Church of Ireland parishioners and accordingly they have a general right of burial therein as do any members of the Church of Ireland who die in the parish. (Church of Ireland, Journal of the General Synod 1945, p 19)

Pre & Post-disestablishment Graveyards

Other persons, not having a general right, may be buried in a pre-disestablishment or post-disestablishment graveyard with the permission of the incumbent and churchwardens. (Church of Ireland Constitution Ch XII, Section 4 (1))

In such cases the incumbent and churchwardens may give permission for the holding of a burial service at the graveside according to the rites of other Christian denominations. (Church of Ireland Constitution Ch XII, Section 4 (1))

The Legal Advisory Committee recommends that guidance be given by the House of Bishops to incumbents and churchwardens as to how they should exercise their discretion with regard to a request for permission to read a non-Christian burial service at the graveside.

28. NON-STIPENDIARY MINISTER PAYMENT RATES

In 2009, the General Synod passed Bill No 5 to amend Chapter IX of the Constitution. This is now Statute, Chapter V of 2009 and permits the making of payments to persons serving in the auxiliary ministry. The statute empowers the Representative Church Body to produce rules for payments to auxiliary ministers that must be approved by the Standing Committee.

In January 2010, the Standing Committee received *Rules governing remuneration, expenses and other matters relating to payments to Auxiliary Ministers for duties* from the Representative Church Body.

The Standing Committee approved the rules but requested that the Representative Church Body amend rule number five of this document to reduce the maximum number of sessions that an auxiliary minister undertakes from 18 to 14 sessions per week.

29. PARISH DEVELOPMENT WORKING GROUP

The report of the Parish Development Working Group is included as Appendix R on page 322.

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30. PRIORITIES FUND COMMITTEE

- (a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2010:

ALLOCATION OF GRANTS FROM 2009 PRIORITIES FUND

Ministry	€
Arrow Leadership Programme – To enable leaders in the Church of Ireland to participate in the Arrow Leadership Programme	10,000
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) – Final year	16,890
The Centre for Celtic Spirituality, Armagh – Funding to support the growing work of this Centre, in order that it may become self-sustaining – (Stg£7,500)	8,445
The House of Bishops – To support continuing ministerial education in the dioceses	60,000
United Dioceses of Cashel and Ossory – To fund the establishment of new accredited courses in lay faith development and clergy professional formation	8,000
Sub-total	€103,335
Retirement	
C of I Clergy Pensions Fund – Additional income for most needy	2,872
Sub-total	€2,199
Education	
Eco Congregation Ireland – To obtain seed funding to enable this organisation to encourage churches to incorporate environmental issues into worship, lifestyle and community outreach – (€3,000 – First year : €2,000 – Second year : €1,000 – Third year) – First year	3,000
Love for Life (NI) – Financial assistance for pastoral core training, advice and support to church and clergy, around sexuality issues – (€7,000 – First year : €5,000 – Second year : €3,000 – Third year) – First year	7,000
Summer Madness – Funding to help us equip young people in the field of personal relationships and to excite and inspire them with a vision of God’s plan for love, sex and marriage – (Stg£1,000)	1,126
Villiers School, Limerick – Financial assistance to furnish and complete a sacred space within the school	5,000

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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) – Third year	16,890
C of I Youth Department – To assist CIYD in meeting the running costs of the Jump Programme – (Stg€15,000 per year for 3 years) – First year	16,890
3Rock Youth (Dublin and Glendalough) – To assist financially with the purchase of a RE-Source delivery system and the ‘Year of the Student’ programme	8,000
Boringwells.org (Down and Dromore) – Funding for Tiny’s, a fresh expression of church, reaching out into a community of teenagers – (Stg€3,300)	3,716
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) – Third year	3,500
Cork, Cloyne and Ross Diocesan Youth Council – Funding to further progress the dioceses’ new initiative, of Mission to secondary schools, over a three year period – (€10,000 – First year : €6,000 – Second year : €4,000 – Third year) – First year	10,000
Derry and Raphoe Youth – To assist with the development of an extended programme of youth projects in Derry and Raphoe, in partnership with the establishment of a diocesan youth officer – (Stg€6,610)	7,443
Dungiven Parish (Derry) – Funding for the establishment of a project, aimed at providing a fresh expression of youth orientated church, in a rural context – (Stg€20,000 – First year : Stg€15,000 – Second year : Stg€10,000 – Third year) – First year	22,520
Elemental (Diocesan Youth Initiative for Cashel and Ossory) – To assist with funding for the growth of Elemental (Youth Ministry Development Agency), as it pioneers and partners in the development of local and regional youth ministry, across our dioceses	15,000
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) – Second year	7,882
Greenisland Realway Adopt a Station Project (Connor) – To assist with the continuing development of the GRASP drop-in centre – (Stg€5,000 – First year : Stg€3,000 – Second year : Stg€2,000 – Third year) – First year	5,630
Kilkeel Parish Bridge Association Limited – Funding to establish the new youth outreach work between Jims and Kingdom Youth Club, to build on relationships between Catholic and Protestant young people, in the Kilkeel and surrounding areas – (Stg€2,000 – First year : Stg€1,000 – Second year : Stg€1,000 – Third year) – First year	2,252
Meath and Kildare Diocesan Council – To assist financially with the initial set-up, training and programme costs, for a new youth initiative in the diocese	14,000
North Sligo Parishes (Elphin) – Financial assistance for initiatives among children and young people, in the North Sligo parishes of Sligo Cathedral Group, Calry and Drumcliffe	8,000
St Augustine’s Church, Londonderry (Derry) – Funding for the continuation of the AllTogether Now Project, with a special emphasis on youth ministry – (Stg€5,000)	5,630

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Diocese of Connor – Financial support for a new project, reaching out to children in a deprived area of West Belfast, through a Kidz Club and Homework Club – (Stg£9,855)	11,097
St Jude’s Church, Ballynafeigh (Down) – To develop a new phase of youth, children’s and family work within the community, largely with single parent families, in a widely unchurched community – (Stg£3,087)	3,476
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) – Second year	4,504
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) – Second year	6,756
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) – Second year	22,520
Xpression (Armagh) – To assist with the ongoing development of the Xpression cross community outreach initiative – (Stg£1,500)	1,689

Sub-total	€213,521
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Community

Ballina Churches Together – Provision of facilities and equipment to allow BCT to reach out to those in need, in particular the unemployed and their families	15,000
Church of Ireland Board for Social Action (NI) – To access additional funding/resources to build on a service, the C of I Board for Social Action/Adoption Routes successfully tendered to provide, from 2009 – 2012 – (Stg£2,500)	2,815
Cleenish Renewal Company Limited (Clogher) – Funding for the provision of equipment and help with running costs, for a new Christian youth centre on the edge of Lough Erne – (Stg£20,000 – First year : Stg£10,000 – Second year) – First year	22,520
Maghera Parish Caring Association (Derry) – To provide helpful support and advice, in a safe, neutral and friendly environment, for the unemployed people of Maghera, Swatragh and Upperlands – (Stg£2,000)	2,252
PACT, Dublin – To assist financially with the setting up of a post adoption support service, for adoptive families in the Protestant community	8,000
The Beacon Project (NI) – To assist financially with a cross community church based initiative, helping people meet the challenge of job loss resulting from the recession – (Stg£2,000)	2,252
The Brabazon Trust, Dublin – Support towards the funding of the enlarged nursing unit	27,500
The Link, Newtownards – To assist financially with cross community and youth work, in partnership with local churches in the Ards area – (Stg£10,000)	11,260
The Mageough Home, Dublin – Funding to assist with the on-going project, of bringing the 131 year old houses up to a modern level of comfort, required by new residents in 2009	10,000

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The Open Hands Centre at St Luke's Parish (Connor) - To assist financially with the establishment of this centre, to create a safe space and place of friendship, for people from both sides of the sectarian divide – (Stg£8,000)	9,008
Willowfield Parish Community Association (Down) – Funding for a project to reach out to people living with the affects of poverty and deprivation, in East Belfast, in ways that demonstrate Christianity in action – (Stg£20,000)	22,520

Sub-total	€133,127
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Areas of Need

Ardfert – Killarney and Aghadoe Union – Funding to furnish and equip the newly built Aghadoe Room, for outreach and pastoral purposes	6,000
Armagh – St Mark's Parish, Portadown – To assist financially with an outreach ministry project, with alcoholics and drug addicts – (Stg£7,500 – First year : Stg£5,000 – Second year : Stg£2,500 – Third year) – First year	8,445
Connor – Grouped Parishes of Finaghy and Upper Malone – Financial contribution towards new ministry to parents and children – (Stg£5,000)	5,630
Derry – Parish of Camus-Juxta-Bann – To resource development of mission and ministry in the community, through weekly lunches and to develop an internet cafe, to provide computer courses for the unemployed – (Stg£5,000)	5,630
Down – Christ Church Primacy – Funding to reach out to children and families in a disadvantaged and deprived area of Bangor, through Kidz Klub, family support schemes and a fresh expression of church – (Stg£12,000 – First year : Stg£9,000 – Second year : Stg£6,000 – Third year) – First year	13,512
Dromore – Seagoe Parish – Financial assistance for the development of outreach ministry within the parish – (Stg£10,000)	11,260
Ossory – St Lachtain's Church, Freshford – Financial assistance to equip a parish facility, for community outreach	1,500

Sub-total	€51,977
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Outreach Initiatives

Christ Church Primacy (Down) – Funding to provide a service offering practical help to people who are struggling with debts, in the wider Bangor area – (Stg£9,000 – First year : Stg£7,500 – Second year : Stg£5,000 – Third year) – First year	10,134
Church of the Pentecost, Mount Merrion (Down) – To assist financially with the development of the outreach ministry of the church – (Stg£40,000 – First year : Stg£20,000 – Second year : Stg£15,000 – Third year) – First year	45,040
CORE Church (Dublin) – Funding to enable four key outreach projects establish firm foundations, develop and expand	10,000
CREED (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) – Final year	16,890
Knocknagoney Parish (Down) – Funding to enable the further development of creative ministry and outreach, to a disadvantaged community – (Stg£10,000)	11,260

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Magheralin Parish (Dromore) – Financial assistance for the launch of a Christians Against Poverty centre, to help people who are experiencing financial difficulties – (Stg£9,000 – First year : Stg£7,500 – Second year : Stg£5,000 – Third year) – First year	10,134
Muckamore Parish Development Association (Connor) – To assist with re-establishing the outreach work of the parish in the Ballycraig 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) – Second year	24,772
Willowfield Parish (Down) – Funding to enable the setting up of a centre, to provide debt counselling, for the people of East Belfast – (Stg£9,000 – First year : Stg£7,500 – Second year : Stg£5,000 – Third year) – First year	10,134
Sub-total	€138,364

Innovative Ministry in a Rural Context

Clones Rural Deanery Team Ministry Project (Clogher) – Funding to enable a team deliver a range of activities, across twelve parishes and the local community	950
Kilcooley Management Group (Cashel) – Funding for the redevelopment of the residential conference centre	20,000
St John’s Church, Clonduff (Dromore) – Seed funding for the initial set up costs involved in the restoration of a disused church building, for use as a centre for emotional healing – (Stg£13,000)	14,638
Sub-total	€35,588
Total Allocated	€678,111

Sterling grants have been converted to Euro using the 2009 end of year rate of 0.8881.

Following a recommendation from the Priorities Fund Committee, the Standing Committee in March 2010, agreed that diocesan targets for contributions to the 2011 Fund should not be increased.

- (b) Accounts for the year ended 31 December 2009 are included as Appendix S on page 324. Contributions to the Fund do not close until the end of February. The amount actually received by 28 February was €520,753.

31. UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

The Rev Canon DTS Clements represented the Church of Ireland at the 53rd Session of the United Nations Commission on the Status of Women that was held in New York from 2 to 13 March 2009. Canon Clements also represented the Church of Ireland at the International Anglican Women's Network Conference from 22 to 27 February 2009. A report is included as Appendix T on page 326.

In November 2009, the Standing Committee agreed that a representative from the Church of Ireland would not be sent to the 54th Session of the United Nations Commission on the Status of Women that is due to be held in New York from 1 to 12 March 2010 due to the current financial climate.

32. WORKING GROUP ON THE CONSULTATIVE GROUP ON THE PAST

In November 2009, the Standing Committee ratified the response of the Church of Ireland Working Group on the Consultative Group on the Past to the Northern Ireland Office (NIO) consultation on the recommendations of the Consultative Group on the Past. It is available for viewing at this address:

<http://www.ireland.anglican.org/officialsubmissions>

33. WORKING GROUP ON DISABILITY

A report from the Working Group on Disability is included as Appendix U on page 330.

34. OBITUARY

The following member died since the last session:

Dr RG Marsh

APPENDIX A

RESOLUTION TO BE PROPOSED TO THE GENERAL SYNOD

1. CHARITIES LEGISLATION

That the General Synod approves the following guidance documents for use by Church of Ireland Select Vestries or equivalent bodies registering as charities under the new charities legislation:

- Church of Ireland Statement of Charitable Purpose (Schedule I)
- Church of Ireland Statement on Public Benefit (Schedule II)

SCHEDULE I

Statement of Charitable Purpose

The principal function of the Select Vestry of the parish of _____ in the Diocese of _____ is to support the advancement of the Christian religion by promoting through the work of the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. Being open to and engaging with society as a whole and offering support for those needing help is fundamental to the practical delivery of the tenets of Christianity.

As a result of activity in pursuit of the advancement of the Christian religion, the parish has custody of a large body of records, materials and artefacts of significance to the cultural heritage, the maintenance of which is undertaken by the parish as a secondary charitable purpose.

SCHEDULE II

Statement of Public Benefit

The Select Vestry of the Parish of _____ in the Diocese of _____, supports the advancement of the Christian religion and through the work of the parish and by the application of its resources, provides:

- Sacred spaces, churches and public worship in the Christian tradition
- Public religious ceremonies
- Pastoral care, evangelism and ministry
- Facilities and services which help to support and benefit the social networks of the community
- Religious education, and active involvement in the provision of general education with a Christian ethos
- Support for a better society through active promotion of community harmony and responsible citizenship
- Other activities which are carried out as a practical expression of religious beliefs, which may also be charitable and which include
- Support for the poor, the ill and the suffering
- Support for the disadvantaged and for alienated members of society
- Support for development and the relief of poverty and disease in disadvantaged areas of the world
- Promotion and maintenance of the arts through music and other media contributing to the experience of worship
- Stewardship of buildings of general architectural and historical interest
- Maintenance and upkeep of church records, materials and artefacts for the public benefit

The Church of Ireland is open to all. The mission of the Church and its support networks and activities reach out to all in a spirit of growth, unity and service.

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APPENDIX B

THE CHURCH OF IRELAND RESPONSE TO

THE RIDLEY CAMBRIDGE DRAFT OF THE ANGLICAN COVENANT

Having considered Section 4 of the Draft Anglican Covenant very carefully, and bearing in mind a full range of points of view, we believe that the text of Section 4 as it stands commends itself in the current circumstances. The term ‘Joint Standing Committee’ clearly needs to be updated following its re-styling at ACC-14. We appreciate the work of the former Covenant Design Group, not least in taking into account the Church of Ireland’s views, and encourage the Archbishop of Canterbury and his new group under the chairmanship of the Archbishop of Dublin as they seek to conclude the work on the text of the Covenant.

APPENDIX C

THE FINAL TEXT OF THE ANGLICAN COVENANT

THE ANGLICAN COMMUNION COVENANT



Introduction to the Covenant Text

“This life is revealed, and we have seen it and testify to it, and declare to you the eternal life that was with the Father and was revealed to us – we declare to you what we have seen and heard so that you also may have communion with us; and truly our communion is with the Father and with his Son Jesus Christ. These things we write so that our joy may be complete.” (1 John 1.2-4).

1. God has called us into communion in Jesus Christ (1 Cor. 1.9). This communion has been “revealed to us” by the Son as being the very divine life of God the Trinity. What is the life revealed to us? St John makes it clear that the communion of life in the Church participates in the communion which is the divine life itself, the life of the Trinity. This life is not a reality remote from us, but one that has been “seen” and “testified to” by the apostles and their followers: “for in the communion of the Church we share in the divine life”¹. This life of the One God, Father, Son, and Holy Spirit, shapes and displays itself through the very existence and ordering of the Church.
2. Our divine calling into communion is established in God’s purposes for the whole of creation (Eph 1:10; 3:9ff.). It is extended to all humankind, so that, in our sharing of God’s life as Father, Son, and Holy Spirit, God might restore in us the divine image. Through time, according to the Scriptures, God has furthered this calling through covenants made with Noah, Abraham, Israel, and David. The prophet Jeremiah looked forward to a new covenant not written on tablets of stone but upon the heart (Jer 31.31-34). In God’s Son, Christ Jesus, a new covenant is given us, established in his “blood ... poured out for the many for the forgiveness of sins” (Mt 26:28), secured through his resurrection from the dead (Eph 1:19-23), and sealed with the gift of the Holy Spirit poured into our hearts (Rom 5:5). Into this covenant of death to sin and of new life in Christ we are baptized, and empowered to share God’s communion in Christ with all people, to the ends of the earth and of creation.

¹ *The Church of the Triune God*, The Cyprus Statement of the International Commission for Anglican Orthodox Theological Dialogue, 2007, paragraph 1,2.

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3. We humbly recognize that this calling and gift of communion entails responsibilities for our common life before God as we seek, through grace, to be faithful in our service of God's purposes for the world. Joined in one universal Church, which is Christ's Body, spread throughout the earth, we serve his gospel even as we are enabled to be made one across the dividing walls of human sin and estrangement (Eph 2.12-22). The forms of this life in the Church, caught up in the mystery of divine communion, reveal to the hostile and divisive power of the world the "manifold wisdom of God" (Eph 3:9-10). Faithfulness, honesty, gentleness, humility, patience, forgiveness, and love itself, lived out in mutual deference and service (Mk 10.44-45) among the Church's people and through its ministries, contribute to building up the body of Christ as it grows to maturity (Eph 4.1-16; Col 3.8-17).
4. In the providence of God, which holds sway even over our divisions caused by sin, various families of churches have grown up within the universal Church in the course of history. Among these families is the Anglican Communion, which provides a particular charism and identity among the many followers and servants of Jesus. We recognise the wonder, beauty and challenge of maintaining communion in this family of churches, and the need for mutual commitment and discipline as a witness to God's promise in a world and time of instability, conflict, and fragmentation. Therefore, we covenant together as churches of this Anglican Communion to be faithful to God's promises through the historic faith we confess, our common worship, our participation in God's mission, and the way we live together.
5. To covenant together is not intended to change the character of this Anglican expression of Christian faith. Rather, we recognise the importance of renewing in a solemn way our commitment to one another, and to the common understanding of faith and order we have received, so that the bonds of affection which hold us together may be re-affirmed and intensified. We do this in order to reflect, in our relations with one another, God's own faithfulness and promises towards us in Christ (2 Cor 1.20-22).
6. We are a people who live, learn, and pray by and with the Scriptures as God's Word. We seek to adore God in thanks and praise and to make intercession for the needs of people everywhere through common prayer, united across many cultures and languages. We are privileged to share in the mission of the apostles to bring the gospel of Christ to all nations and peoples, not only in words but also in deeds of compassion and justice that witness to God's character and the triumph of Christ over sin and death. We give ourselves as servants of a greater unity among the divided Christians of the world. May the Lord help us to "preach not ourselves, but Jesus Christ as Lord, and ourselves as your servants for Jesus' sake" (2 Cor. 4.5).

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7. Our faith embodies a coherent testimony to what we have received from God's Word and the Church's long-standing witness. Our life together reflects the blessings of God (even as it exposes our failures in faith, hope and love) in growing our Communion into a truly global family. The mission we pursue aims at serving the great promises of God in Christ that embrace the peoples and the world God so loves. This mission is carried out in shared responsibility and stewardship of resources, and in interdependence among ourselves and with the wider Church.
8. Our prayer is that God will redeem our struggles and weakness, renew and enrich our common life and use the Anglican Communion to witness effectively in all the world, working with all people of good will, to the new life and hope found in Christ Jesus.

The Anglican Communion Covenant

Preamble

We, as Churches of the Anglican Communion, under the Lordship of Jesus Christ, solemnly covenant together in these following affirmations and commitments. As people of God, drawn from “every nation, tribe, people and language” (Rev 7.9), we do this in order to proclaim more effectively in our different contexts the grace of God revealed in the gospel, to offer God's love in responding to the needs of the world, to maintain the unity of the Spirit in the bond of peace, and together with all God's people to attain the full stature of Christ (Eph 4.3,13).

Section One: Our Inheritance of Faith

1.1 Each Church affirms:

(1.1.1) its communion in the one, holy, catholic, and apostolic Church, worshipping the one true God, Father, Son, and Holy Spirit.

(1.1.2) the catholic and apostolic faith uniquely revealed in the Holy Scriptures and set forth in the catholic creeds, which faith the Church is called upon to proclaim afresh in each generation². The historic formularies of the Church of England³, forged in the context of the European Reformation and acknowledged and appropriated in various ways in the Anglican Communion, bear authentic witness to this faith.

(1.1.3) the Holy Scriptures of the Old and New Testaments as containing all things necessary for salvation and as being the rule and ultimate standard of faith⁴.

² Cf. The Preface to the Declaration of Assent, Canon C15 of the Church of England.

³ The Thirty-nine Articles of Religion, the 1662 Book of Common Prayer, and the Ordering of Bishops, Priests, and Deacons

⁴ The Chicago-Lambeth Quadrilateral of 1886/1888

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(1.1.4) the Apostles' Creed, as the baptismal symbol; and the Nicene Creed, as the sufficient statement of the Christian faith⁵.

(1.1.5) the two sacraments ordained by Christ himself – Baptism and the Supper of the Lord – ministered with the unfailing use of Christ's words of institution, and of the elements ordained by him⁶.

(1.1.6) the historic episcopate, locally adapted in the methods of its administration to the varying needs of the nations and peoples called of God into the unity of his Church⁷.

(1.1.7) the shared patterns of our common prayer and liturgy which form, sustain and nourish our worship of God and our faith and life together.

(1.1.8) its participation in the apostolic mission of the whole people of God, and that this mission is shared with other Churches and traditions beyond this Covenant.

1.2 In living out this inheritance of faith together in varying contexts, each Church, reliant on the Holy Spirit, commits itself:

(1.2.1) to teach and act in continuity and consonance with Scripture and the catholic and apostolic faith, order and tradition, as received by the Churches of the Anglican Communion, mindful of the common councils of the Communion and our ecumenical agreements.

(1.2.2) to uphold and proclaim a pattern of Christian theological and moral reasoning and discipline that is rooted in and answerable to the teaching of Holy Scripture and the catholic tradition.

(1.2.3) to witness, in this reasoning, to the renewal of humanity and the whole created order through the death and resurrection of Christ, and to reflect the holiness that in consequence God gives to, and requires from, his people.

(1.2.4) to hear, read, mark, learn and inwardly digest the Scriptures in our different contexts, informed by the attentive and communal reading of - and costly witness to - the Scriptures by all the faithful, by the teaching of bishops and synods, and by the results of rigorous study by lay and ordained scholars.

(1.2.5) to ensure that biblical texts are received, read and interpreted faithfully, respectfully, comprehensively and coherently, with the expectation that Scripture continues to illuminate

⁵ The Chicago-Lambeth Quadrilateral of 1886/1888

⁶ cf. The Chicago-Lambeth Quadrilateral 1886/1888, The Preface to the Declaration of Assent, Canon C15 of the Church of England.

⁷ cf. The Chicago-Lambeth Quadrilateral 1886/1888

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and transform the Church and its members, and through them, individuals, cultures and societies.

(1.2.6) to encourage and be open to prophetic and faithful leadership in ministry and mission so as to enable God's people to respond in courageous witness to the power of the gospel in the world.

(1.2.7) to seek in all things to uphold the solemn obligation to nurture and sustain eucharistic communion, in accordance with existing canonical disciplines, as we strive under God for the fuller realisation of the communion of all Christians.

(1.2.8) to pursue a common pilgrimage with the whole Body of Christ continually to discern the fullness of truth into which the Spirit leads us, that peoples from all nations may be set free to receive new and abundant life in the Lord Jesus Christ.

Section Two: The Life We Share with Others: Our Anglican Vocation

2.1 Each Church affirms:

(2.1.1) communion as a gift of God given so that God's people from east and west, north and south, may together declare the glory of the Lord and be both a sign of God's reign in the Holy Spirit and the first fruits in the world of God's redemption in Christ.

(2.1.2) its gratitude for God's gracious providence extended to us down through the ages: our origins in the Church of the apostles; the ancient common traditions; the rich history of the Church in Britain and Ireland reshaped by the Reformation, and our growth into a global communion through the expanding missionary work of the Church; our ongoing refashioning by the Holy Spirit through the gifts and sacrificial witness of Anglicans from around the world; and our summons into a more fully developed communion life.

(2.1.3) in humility our call to constant repentance: for our failures in exercising patience and charity and in recognizing Christ in one another; our misuse of God's gracious gifts; our failure to heed God's call to serve; and our exploitation one of another.

(2.1.4) the imperative of God's mission into which the Communion is called, a vocation and blessing in which each Church is joined with others in Christ in the work of establishing God's reign. As the Communion continues to develop into a worldwide family of interdependent churches, we embrace challenges and opportunities for mission at local, regional, and international levels. In this, we cherish our mission heritage as offering Anglicans distinctive opportunities for mission collaboration.

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(2.1.5) that our common mission is a mission shared with other Churches and traditions beyond this Covenant. We embrace opportunities for the discovery of the life of the whole gospel, and for reconciliation and shared mission with the Church throughout the world. We affirm the ecumenical vocation of Anglicanism to the full visible unity of the Church in accordance with Christ's prayer that "all may be one". It is with all the saints in every place and time that we will comprehend the fuller dimensions of Christ's redemptive and immeasurable love.

**2.2 In recognition of these affirmations,
each Church, reliant on the Holy Spirit, commits itself:**

(2.2.1) to answer God's call to undertake evangelisation and to share in the healing and reconciling mission "for our blessed but broken, hurting and fallen world"⁸, and, with mutual accountability, to share our God-given spiritual and material resources in this task.

(2.2.2) to undertake in this mission, which is the mission of God in Christ⁹:

(2.2.2.a) "to proclaim the Good News of the Kingdom of God" and to bring all to repentance and faith;

(2.2.2.b) "to teach, baptize and nurture new believers", making disciples of all nations (Mt 28.19) through the quickening power of the Holy Spirit¹⁰ and drawing them into the one Body of Christ whose faith, calling and hope are one in the Lord (Eph 4.4-6);

(2.2.2.c) "to respond to human need by loving service", disclosing God's reign through humble ministry to those most needy (Mk 10.42-45; Mt 18.4; 25.31-45);

(2.2.2.d) "to seek to transform unjust structures of society" as the Church stands vigilantly with Christ proclaiming both judgment and salvation to the nations of the world¹¹, and manifesting through our actions on behalf of God's righteousness the Spirit's transfiguring power¹²;

(2.2.2.e) "to strive to safeguard the integrity of creation and to sustain and renew the life of the earth" as essential aspects of our mission in communion¹³.

(2.2.3) to engage in this mission with humility and an openness to our own ongoing conversion in the face of our unfaithfulness and failures in witness.

⁸ IASCOME Report, ACC-13

⁹ The five Marks of Mission are set out in the MISSIO Report of 1999, building on work at ACC-6 and ACC-8.

¹⁰ *Church as Communion* n26

¹¹ WCC 1954 Evanston, *Christ the Hope of the World*

¹² Moscow Statement, 43

¹³ IARCCUM, *Growing Together in Unity and Mission*, 118

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(2.2.4) to revive and renew structures for mission which will awaken and challenge the whole people of God to work, pray and give for the spread of the gospel.

(2.2.5) to order its mission in the joyful and reverent worship of God, thankful that in our eucharistic communion “Christ is the source and goal of the unity of the Church and of the renewal of human community”¹⁴.

Section Three: Our Unity and Common Life

3.1 Each Church affirms:

(3.1.1) that by our participation in Baptism and Eucharist, we are incorporated into the one body of the Church of Jesus Christ, and called by Christ to pursue all things that make for peace and build up our common life.

(3.1.2) its resolve to live in a Communion of Churches. Each Church, with its bishops in synod, orders and regulates its own affairs and its local responsibility for mission through its own system of government and law and is therefore described as living “in communion with autonomy and accountability”¹⁵. Trusting in the Holy Spirit, who calls and enables us to dwell in a shared life of common worship and prayer for one another, in mutual affection, commitment and service, we seek to affirm our common life through those Instruments of Communion by which our Churches are enabled to be conformed together to the mind of Christ. Churches of the Anglican Communion are bound together “not by a central legislative and executive authority, but by mutual loyalty sustained through the common counsel of the bishops in conference”¹⁶ and of the other instruments of Communion.

(3.1.3) the central role of bishops as guardians and teachers of faith, as leaders in mission, and as a visible sign of unity, representing the universal Church to the local, and the local Church to the universal and the local Churches to one another. This ministry is exercised personally, collegially and within and for the eucharistic community. We receive and maintain the historic threefold ministry of bishops, priests and deacons, ordained for service in the Church of God, as they call all the baptised into the mission of Christ.

(3.1.4) the importance of instruments in the Anglican Communion to assist in the discernment, articulation and exercise of our shared faith and common life and mission. The life of communion includes an ongoing engagement with the diverse expressions of apostolic authority, from synods and episcopal councils to local witness, in a way which continually interprets and articulates the common faith of the Church’s members (*consensus fidelium*). In addition to the many and varied links which sustain our life together, we acknowledge four

¹⁴ Baptism, Eucharist and Ministry, WCC.

¹⁵ A Letter from Alexandria, the Primates, March 2009

¹⁶ Lambeth Conference 1930

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particular Instruments at the level of the Anglican Communion which express this co-operative service in the life of communion.

- I. We accord the Archbishop of Canterbury, as the bishop of the See of Canterbury with which Anglicans have historically been in communion, a primacy of honour and respect among the college of bishops in the Anglican Communion as first among equals (*primus inter pares*). As a focus and means of unity, the Archbishop gathers and works with the Lambeth Conference and Primates' Meeting, and presides in the Anglican Consultative Council.
- II. The Lambeth Conference expresses episcopal collegiality worldwide, and brings together the bishops for common worship, counsel, consultation and encouragement in their ministry of guarding the faith and unity of the Communion and equipping the saints for the work of ministry (Eph 4.12) and mission.
- III. The Anglican Consultative Council is comprised of lay, clerical and episcopal representatives from our Churches¹⁷. It facilitates the co-operative work of the Churches of the Anglican Communion, co-ordinates aspects of international Anglican ecumenical and mission work, calls the Churches into mutual responsibility and interdependence, and advises on developing provincial structures¹⁸.
- IV. The Primates' Meeting is convened by the Archbishop of Canterbury for mutual support, prayer and counsel. The authority that primates bring to the meeting arises from their own positions as the senior bishops of their Provinces, and the fact that they are in conversation with their own Houses of Bishops and located within their own synodical structures¹⁹. In the Primates' Meeting, the Primates and Moderators are called to work as representatives of their Provinces in collaboration with one another in mission and in doctrinal, moral and pastoral matters that have Communion-wide implications.

It is the responsibility of each Instrument to consult with, respond to, and support each other Instrument and the Churches of the Communion²⁰. Each Instrument may initiate and commend a process of discernment and a direction for the Communion and its Churches.

¹⁷ Constitution of the ACC, Article 3 and Schedule

¹⁸ cf. the Objects of the ACC are set out in Article 2 of its Constitution.

¹⁹ Report of the Windsor Continuation Group, 69.

²⁰ cf IATDC, Communion, Conflict and Hope, paragraph 113.

**3.2 Acknowledging our interdependent life,
each Church, reliant on the Holy Spirit, commits itself:**

(3.2.1) to have regard for the common good of the Communion in the exercise of its autonomy, to support the work of the Instruments of Communion with the spiritual and material resources available to it, and to receive their work with a readiness to undertake reflection upon their counsels, and to endeavour to accommodate their recommendations.

(3.2.2) to respect the constitutional autonomy of all of the Churches of the Anglican Communion, while upholding our mutual responsibility and interdependence in the Body of Christ²¹, and the responsibility of each to the Communion as a whole²².

(3.2.3) to spend time with openness and patience in matters of theological debate and reflection, to listen, pray and study with one another in order to discern the will of God. Such prayer, study and debate is an essential feature of the life of the Church as it seeks to be led by the Spirit into all truth and to proclaim the gospel afresh in each generation. Some issues, which are perceived as controversial or new when they arise, may well evoke a deeper understanding of the implications of God's revelation to us; others may prove to be distractions or even obstacles to the faith. All such matters therefore need to be tested by shared discernment in the life of the Church.

(3.2.4) to seek a shared mind with other Churches, through the Communion's councils, about matters of common concern, in a way consistent with the Scriptures, the common standards of faith, and the canon laws of our churches. Each Church will undertake wide consultation with the other Churches of the Anglican Communion and with the Instruments and Commissions of the Communion.

(3.2.5) to act with diligence, care and caution in respect of any action which may provoke controversy, which by its intensity, substance or extent could threaten the unity of the Communion and the effectiveness or credibility of its mission.

(3.2.6) in situations of conflict, to participate in mediated conversations, which involve face to face meetings, agreed parameters and a willingness to see such processes through.

(3.2.7) to have in mind that our bonds of affection and the love of Christ compel us always to uphold the highest degree of communion possible.

²¹ Toronto Congress 1963, and the Ten Principles of Partnership.

²² cf. the Schedule to the Dar es Salaam Communiqué of the Primates' Meeting, February 2007

4 Each Church affirms the following principles and procedures, and, reliant on the Holy Spirit, commits itself to their implementation.

4.1 Adoption of the Covenant

(4.1.1) Each Church adopting this Covenant affirms that it enters into the Covenant as a commitment to relationship in submission to God. Each Church freely offers this commitment to other Churches in order to live more fully into the ecclesial communion and interdependence which is foundational to the Churches of the Anglican Communion. The Anglican Communion is a fellowship, within the One, Holy, Catholic and Apostolic Church, of national or regional Churches, in which each recognises in the others the bonds of a common loyalty to Christ expressed through a common faith and order, a shared inheritance in worship, life and mission, and a readiness to live in an interdependent life.

(4.1.2) In adopting the Covenant for itself, each Church recognises in the preceding sections a statement of faith, mission and interdependence of life which is consistent with its own life and with the doctrine and practice of the Christian faith as it has received them. It recognises these elements as foundational for the life of the Anglican Communion and therefore for the relationships among the covenanting Churches.

(4.1.3) Such mutual commitment does not represent submission to any external ecclesiastical jurisdiction. Nothing in this Covenant of itself shall be deemed to alter any provision of the Constitution and Canons of any Church of the Communion, or to limit its autonomy of governance. The Covenant does not grant to any one Church or any agency of the Communion control or direction over any Church of the Anglican Communion.

(4.1.4) Every Church of the Anglican Communion, as recognised in accordance with the Constitution of the Anglican Consultative Council, is invited to enter into this Covenant according to its own constitutional procedures.

(4.1.5) The Instruments of Communion may invite other Churches to adopt the Covenant using the same procedures as set out by the Anglican Consultative Council for the amendment of its schedule of membership. Adoption of this Covenant does not confer any right of recognition by, or membership of, the Instruments of Communion, which shall be decided by those Instruments themselves.

(4.1.6) This Covenant becomes active for a Church when that Church adopts the Covenant through the procedures of its own Constitution and Canons.

4.2 The Maintenance of the Covenant and Dispute Resolution

(4.2.1) The Covenant operates to express the common commitments and mutual accountability which hold each Church in the relationship of communion one with another. Recognition of, and fidelity to, this Covenant, enable mutual recognition and communion.

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Participation in the Covenant implies a recognition by each Church of those elements which must be maintained in its own life and for which it is accountable to the Churches with which it is in Communion in order to sustain the relationship expressed in this Covenant.

(4.2.2) The Standing Committee of the Anglican Communion, responsible to the Anglican Consultative Council and the Primates' Meeting, shall monitor the functioning of the Covenant in the life of the Anglican Communion on behalf of the Instruments. In this regard, the Standing Committee shall be supported by such other committees or commissions as may be mandated to assist in carrying out this function and to advise it on questions relating to the Covenant.

(4.2.3) When questions arise relating to the meaning of the Covenant, or about the compatibility of an action by a covenanting Church with the Covenant, it is the duty of each covenanting Church to seek to live out the commitments of Section 3.2. Such questions may be raised by a Church itself, another covenanting Church or the Instruments of Communion.

(4.2.4) Where a shared mind has not been reached the matter shall be referred to the Standing Committee. The Standing Committee shall make every effort to facilitate agreement, and may take advice from such bodies as it deems appropriate to determine a view on the nature of the matter at question and those relational consequences which may result. Where appropriate, the Standing Committee shall refer the question to both the Anglican Consultative Council and the Primates' Meeting for advice.

(4.2.5) The Standing Committee may request a Church to defer a controversial action. If a Church declines to defer such action, the Standing Committee may recommend to any Instrument of Communion relational consequences which may specify a provisional limitation of participation in, or suspension from, that Instrument until the completion of the process set out below.

(4.2.6) On the basis of advice received from the Anglican Consultative Council and the Primates' Meeting, the Standing Committee may make a declaration that an action or decision is or would be "incompatible with the Covenant".

(4.2.7) On the basis of the advice received, the Standing Committee shall make recommendations as to relational consequences which flow from an action incompatible with the Covenant. These recommendations may be addressed to the Churches of the Anglican Communion or to the Instruments of the Communion and address the extent to which the decision of any covenanting Church impairs or limits the communion between that Church and the other Churches of the Communion, and the practical consequences of such impairment or limitation. Each Church or each Instrument shall determine whether or not to accept such recommendations.

(4.2.8) Participation in the decision making of the Standing Committee or of the Instruments of Communion in respect to section 4.2 shall be limited to those members of the

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Instruments of Communion who are representatives of those churches who have adopted the Covenant, or who are still in the process of adoption.

(4.2.9) Each Church undertakes to put into place such mechanisms, agencies or institutions, consistent with its own Constitution and Canons, as can undertake to oversee the maintenance of the affirmations and commitments of the Covenant in the life of that Church, and to relate to the Instruments of Communion on matters pertinent to the Covenant.

4.3 Withdrawing from the Covenant

(4.3.1) Any covenanting Church may decide to withdraw from the Covenant. Although such withdrawal does not imply an automatic withdrawal from the Instruments of Communion or a repudiation of its Anglican character, it may raise a question relating to the meaning of the Covenant, and of compatibility with the principles incorporated within it, and trigger the provisions set out in section 4.2 above.

4.4 The Covenant Text and its amendment

(4.4.1) The Covenant consists of the text set out in this document in the Preamble, Sections One to Four and the Declaration. The Introduction to the Covenant Text, which shall always be annexed to the Covenant text, is not part of the Covenant, but shall be accorded authority in understanding the purpose of the Covenant.

(4.4.2) Any covenanting Church or Instrument of Communion may submit a proposal to amend the Covenant to the Instruments of Communion through the Standing Committee. The Standing Committee shall send the proposal to the Anglican Consultative Council, the Primates' Meeting, the covenanting Churches and any other body as it may consider appropriate for advice. The Standing Committee shall make a recommendation on the proposal in the light of advice offered, and submit the proposal with any revisions to the covenanting Churches. The amendment is operative when ratified by three quarters of such Churches. The Standing Committee shall adopt a procedure for promulgation of the amendment.

Our Declaration

With joy and with firm resolve, we declare our Churches to be partakers in this Anglican Communion Covenant, offering ourselves for fruitful service and binding ourselves more closely in the truth and love of Christ, to whom with the Father and the Holy Spirit be glory for ever. Amen.

“Now may the God of Peace, who brought again from the dead our Lord Jesus, the great shepherd of the sheep, by the blood of the eternal covenant, make you complete in everything good so that you may do his will, working among us that which is pleasing in his sight, through Jesus Christ, to whom be the glory forever and ever. Amen.” (Hebrews 13.20, 21)

APPENDIX D

**THE CHURCH OF IRELAND RESPONSE TO
THE BILL OF RIGHTS NI CONSULTATION**

1. This submission is in response to the November 2009 Northern Ireland Office Consultation Paper: A Bill of Rights for Northern Ireland – Next Steps. The Church of Ireland welcomes the opportunity to engage in what is a critical process for the future of Northern Ireland.
2. We are indebted to and grateful for the extensive work carried out by the Northern Ireland Human Rights Commission in drafting proposals for a Bill of Rights for Northern Ireland¹. In particular we would seek to express our admiration for the way in which they have sought to identify how the legacy of the conflict in Northern Ireland has caused deep and lasting hurt across the whole of society.
3. It seems clear to us, however, that there is a considerable disparity between the views of the NIO and the NIHRC as to the purpose, extent and breadth of a Bill of Rights for Northern Ireland, especially when considered within the broader discussions in the UK on a Bill of Rights and Responsibilities. In essence, the disparity seems to lie with whether the remit for a Bill of Rights for Northern Ireland is to ‘fill in the gaps’ that remain due to the ‘*particular circumstances of Northern Ireland*’, or whether it is to be a foundational document for Northern Ireland, expressing rights alongside and in addition to those that might come to be expressed in a wider UK Bill. Three key issues appear to be of particular significance:
 - (a) How the proposed Bill is to work with existing Human Rights Protections and within a Northern Ireland context;
 - (b) The definition of what is ‘particular to Northern Ireland’;
 - (c) Whether or not rights are needed to consolidate existing protections offered by a vast array of primary and secondary legislation, codes of practices, departmental rules and regulations and so on.We shall return to express our views on these in Section C in this response.
4. The NIO Consultation Paper sets out a series of questions to assist with any responses that might be made. However, given the considerable difference of opinion as to the very nature of a Bill of Rights for Northern Ireland, and given that the NIO Paper rules out without discussion more than half the Rights proposed by the NIHRC, we are not convinced that a reply limited to answering specific questions is the most helpful means of approaching the consultation.

¹ Northern Ireland Human Rights Commission: A Bill of Rights for Northern Ireland – Advice to the Secretary of State for Northern Ireland, 10 December 2008

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5. Further, we note the most recent response by the NIHR to the Consultation Paper that dismisses the Consultation Paper as not being “*a genuine effort to increase human rights protections in Northern Ireland*”².
6. Given the chasm that appears to exist between Government expectations and NIHR aspirations we propose to address our response to some fundamental issues concerning the proposal for a Bill of Rights. In so doing we hope to convey our conviction that a Christian voice is critical in gaining a proper perspective and understanding on the nature of the problems facing society in Northern Ireland that a Bill of Rights would seek to address. Further, that a Christian voice has key points to make as to whether or not a Bill of Rights is the most appropriate method of addressing these very great needs, and if appropriate what form such a Bill should take.
7. We shall therefore set out an ideological framework to engage with and critique the current debate, before expressing some views on the key issues identified in 3 (a) – (c) above, before finally offering our views and recommendations.

A. Christian belief - Identification with the concerns underpinning the proposed Bill of Rights

Identity as Human Beings

8. Christian belief asserts that all humanity is created equal in the image and likeness of God³. This is foundational for the dignity of all human beings and underpins many rights in Human Rights Conventions, Treaties and Legislation. This includes, but is not limited to, the right to life, rights on equality, rights relating to the fair treatment of others and protection against torture and so on. Christians can thus agree with the sense of ‘universality’ intrinsic to the concept of rights. We agree therefore with the aspiration towards a higher value, a universal good, that transcends sheer existence, is applicable to all, and that is not simply dependent on common agreement amongst the greater majority.
9. This foundational principle is so important that it is often too easily overlooked. To say that we are made in the image and likeness of God is to say that we are not simply here by chance, by accident, without apparent reason for existence or purpose and goal. It is to say that we are more than simply matter, a view that has contributed to the erosion of human dignity with concepts of worth determined in the main by whether or not we are producers or consumers in the global commercial village. If human beings are said to simply exist, nothing more and nothing less, then how we live would suggest that we are not satisfied with such an explanation. We live with concepts of goodness and of evil, of ‘rights’ and ‘wrongs’ that are stated in absolute terms. That we do so suggests that there is intrinsic goodness or value to the enterprise of living, whereupon we must question the

² A Bill of Rights for Northern Ireland: Next Steps – Response to the Northern Ireland Office, NIHR: February 2010, page 40

³ Genesis 1:26-28

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source of such goodness. Christians find the source of all such meaning and goodness in the God in whose image and likeness we were created. We agree with the sense of purpose intrinsic to any system of human rights, together with the zeal of such rights in viewing human beings as being more than simple matter, and as being here for a higher cause than sheer existence.

10. This foundational principle also provides our understanding for a relational view of the world. All of humanity is said to be created in the image and likeness of God, not just a single entity. In the entire creation narrative God only states that His created order is 'not good' when man is alone. We were created for community. We note that rights would not exist without the presence of another and so presume the community that Christians uphold as being God's created order. We are concerned therefore with the individualistic and adversarial aspects of human rights, often setting one human being into an assertion of their standing over and against others, as opposed to the biblical view of humanity as being alongside one another.

Responsibility as Human Beings

11. This foundational principle must not be so stated, however, to mean that it is solely concerned with our standing in the world. There is clear rationale for understanding image and likeness of God as bestowing unto humanity the responsibility to represent God and the goodness of God towards one another and the whole created order. Humanity is created with responsibility to govern and to be stewards of God's good gifts. The very statement 'made in the image and likeness of God' does not, therefore, simply point to our God-ordained intrinsic worth but also to our God-given responsibilities. Any statement of our standing as human beings without an understanding of our responsibilities will only result in an erosion of who we are as each human being will seek to exert his or her authority over another. We are not satisfied with any assertion of rights that ignores our responsibilities and obligations towards others.

Failure to live up to our Identity and Responsibilities

12. The biblical understanding of the world is also affirmed by, and in turn helps to explain, the many issues that seemingly necessitate a Bill of Rights. The catalogue of proposed rights set out by the NIHRC makes for painful reading when we consider the costs of conflict that such rights are now seeking to redress. The comprehensive approach taken by the NIHRC illustrates how the biblical concept of sin (the rebellion of human beings against their creator and against the purpose for which they are created), is correct in its assertion that sin permeates into, distorts and tarnishes every aspect of life. The whole of the created order is adversely affected, including but not limited to:

- Human relationships and the equality and dignity of all human beings;
- Fragmentation of identity and culture;
- Trust, respect and honest communication;

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- Family relationships, including an enduring legacy of hurt across generations;
- The Environment and its abuse or neglect;
- Vocational or occupational dignity and opportunity.

There is almost complete overlap between the consequences of sin identified in the biblical narrative and the hurts identified by the Human Rights Commission that are now sought to be addressed through a Bill of Rights. The relevance of the Christian worldview to the problems that present themselves is therefore undeniable. We are acutely aware not just of the problems as they have manifested themselves, but of the ideological reasons as to why this is so. In such a broken world we recognise that we have not always been part of the solution and may have been perceived by some to be part of the problem. Nevertheless, we believe that the reasons to assert the dignity of all human beings, and the consequences of not doing so are explicable by the biblical narrative. In short, our conflict, its consequences and our desire to address both make the Christian version of truth ring that little bit truer. We are thus unequivocally committed to the desire for restoration and healing of our broken community, and committed to all and any engagement, debate or discussion that might facilitate that.

A Framework for living up to our Identity and Responsibilities

13. Given this holistic understanding of our intrinsic worth and dignity, our responsibilities towards others and the whole created order, and the resultant breakdown when we lose sight of both, the Bible is consistently and profoundly concerned with restoring that which is lost. This includes, but is not limited to, such issues as:
 - Justice, particularly for those suffering under oppression from harsh and exploitative rule;
 - Poverty, particularly the responsibilities of the community to alleviate against this;
 - Distribution of property and resources, in a way that is just and equitable for all;
 - Care of the vulnerable – frequently represented biblically as the alien, the widow and the orphan, i.e. those who within biblical cultural settings were most at risk;
 - Reconciliation, accommodating both appropriate justice for those who are wronged and forgiveness for those who hurt another;
 - Shalom, or wholeness, expressed as more than simply the absence of trouble or war, but of completeness within oneself, within community and within the created order.

This is by no means exhaustive, but even with such a cursory overview it is clear to see how the biblical narrative provides a basis on which it is possible to assert, at a foundational level, many of the aspirations contained within the proposed Bill of Rights.

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We are deeply committed to the healing of the very many legitimate hurts identified in the discussions surrounding the proposed Bill of Rights.

14. In addressing these concerns the Bible provides for an ordering of human society through a wide variety of means. There are ‘foundational’ principles or laws, such as the Ten Commandments. Key biblical Covenants have been demonstrated as bearing close resemblance to the forms and structures of International Treaties of their day, indicating a biblical willingness to engage within cultural thought patterns and models for regulating society. Detailed laws to regulate life and behaviour are also to be found, along with the existence of case law to adjudicate on matters of dispute. We find no cause for concern in using the thought patterns of Universal Rights, Primary Legislation, Secondary Stipulations, Codes of Good Practice, Case Law and other such methods of ordering contemporary culture. We are, therefore, not against the sheer existence of a Bill of Rights. The biblical ordering of society or good relations is not founded, however, upon sets of rules or regulations. Even when such rules are provided these are underpinned and supplemented by the deeper relational values and aspirations of loving God and fulfilling His purposes towards others. All biblical ordering of human society works within a larger relational worldview of seeking to love God and serve him accordingly. In so doing a biblical view of a good and ordered world is one in which human beings seek to image their creator through upholding the dignity and worth of one another and all other aspects of the created order. We believe all discussions concerning the introduction of a Bill of Rights and its content must take account of this deeper and broader relational worldview.
15. Just as there is no single strict method of regulating for a just society it is also apparent that there is no one model for how the people of God should organise themselves to live out the purpose for which they are created. The biblical narrative describes the ordering of society within a familial setting⁴, within a Theocracy⁵, under Monarchical rule⁶, under the rule of foreign monarchs and rulers⁷, or monarchs and rulers who do not seek to serve the God of the Bible⁸. In circumstances in which the people of God have not been of influence over the ordering of society the bible repeatedly demands that they live orderly lives within that society. As such, early Christian believers in a world of Roman rule and Greek culture sought to organise themselves in communities of faith that sought to uphold the dignity of one another, and to work for the good of those around them. In

⁴ The call of Abraham to be the founder of God’s people Israel was always with the express purpose of representing God to the world and to be a blessing to the nations.

⁵ During which period Israel lived under the direct rule of God with the law regulating the life of the people, including rules for dealing with those foreign or alien to Israel.

⁶ The lengthy narratives of the ruling monarchs in Judah and Israel, together with the Prophetic books highlight again and again that how God’s people live in society is more important than simply being in control of society. Frequently those who ruled relied upon their standing as having authority and neglected their deeper relational responsibilities to love God, to love others and to live properly in the land God had given them.

⁷ The tales of Daniel and Joseph in the Babylonian and Egyptians Courts show how those who worship God can seek to serve and uphold civic government in geo-political regions that neither seek to serve nor worship the God of the Bible.

⁸ From the tales of Nehemiah right through to the gospel period the people of God were never in control of what they considered to be their own land, living under various foreign rulers and having to learn how to accommodate religious practices and beliefs in ‘secular’ states.

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such vastly differing cultural and social norms the people of God have been and are called to work for the good ordering of society. The overriding principle is that this is God's world, that everything is subject to Him, yet being God's people in the world demands speaking up for God's values. So there has always been critical engagement by the people of God with the policies and ideologies of the prevailing culture, calling it to live according to biblical standards. On very few occasions has this engagement led to seeking to overthrow by human strength or physical force the power of the age.

16. Whether or not God's people have been able to live in a context that legislates for the ordering of their lives in line with biblical rules and values, they have sought to live according to biblical principles for the good of one another and for the world around them. As such, those who profess Christian faith can have no fundamental objection to the taking of steps necessary to uphold the dignity of others, and to promote a better world for all. It is incumbent upon the people of God, now represented by the church, to seek to work towards this regardless of the structure of civic Government and rule that prevails. Within modern Western culture the prevailing structure is that of democracy and we seek to work within that structure, acknowledging that it is not for us to enforce our will on others. It is the case, however, that any assertions of our views, expressions of opinion, belief systems and practices also require the fullest protections that such democracy can provide. It is entirely in keeping with this that we reserve the 'right' to disagree with some of the rights proposed by the NIHRC, together with the underlying rationale for such proposals, to have our view considered and incorporated with whatever final statement is agreed.

Conclusion – Human Identity, Responsibility and the Commitment to restoring both by the Church

17. The Bible establishes a narrative in which there is foundational belief in the dignity of all human beings, the responsibility of all human beings, that the world was created to be good and to function in a way that serves all of creation and its creator. Any aspiration for a 'Bill of Rights' that seeks to uphold these values is to be welcomed.
18. The Bible establishes a narrative that understands the cause of brokenness within society (human rebellion) and the consequences of that brokenness as we now experience and understand it. The biblical view is very holistic, seeing breakdown at every level of culture and creation. The deep levels of hurt that require redress through the proposed Bill of Rights bear witness to the breakdown in our society as a result of human rebellion against the will of God.
19. The Bible establishes that how we live in the world is more important than the structure of rule or government that we live under. This is consistent with the belief that all life, including government, is under God (see further below). This view of the world is multi-relational and not limited to rights that might be enforced by private individuals against public authorities. These relationships are with God, with one another as individuals, as

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communities, with those in authority, and indeed relationship with the created order in which we all live and move and have our being.

20. The Bible teaches that how these relationships are ordered may take a variety of forms. It is possible to envisage biblical engagement within democratic structures and incorporating a Bill of Rights. The Church seeks to do this at every level and has been and will continue to be actively engaged in all aspects of how best to govern and live within civic life.

B. Christian belief and the role and concept of a Bill of Rights

It is important to acknowledge that all concerns raised are secondary to the fundamental assertions on the dignity and responsibilities of all humanity, and the commitment to restoring that which is broken in society. Based on her biblical convictions the Church is passionately committed to the needs of all peoples in Northern Ireland. The Church's commitment to the concerns highlighted by the overall debate is absolute. The question remains, however as to whether or not a Bill of Rights, such as the one proposed, is the most appropriate way of addressing these concerns.

It is appropriate, therefore, to address some fundamental issues on the concept of a Bill of Rights.

Questionable ideological basis for, and limitations of, a Bill of Rights

21. The biblical worldview sees God as the highest authority over all cultures and contexts. This raises some issues when considering a Bill of Rights. The paradox for how we are to live in society can be seen in the response by Jesus' teaching that we '*Give unto Caesar what is Caesar's and give unto God what is God's*'⁹. The right and proper attitude is to be respectful of and to comply with the rules of good government, yet not at the expense of relegating or side-lining God to a different or private sphere only. The biblical narrative sees all Civic Rulers and Authorities as being under God and so, the irony goes, therefore so too is Caesar¹⁰.
22. As a consequence it is an error to presume that the establishment of Human Rights is a panacea in and of itself, especially when founded upon a secular ideology. It has already been established that the foundational principles of the dignity of humanity, our responsibilities towards one another, and the consequences of the erosion of both – all of which the proposed Bill of Rights seeks to address – are deeply rooted within a biblical view of the world. Indeed, without appeal to some broader or higher ideology or narrative it is difficult to see how such rights might be established or, once established, protected.

⁹ Matthew 22:21

¹⁰ This includes the recognition that that for which the state may need to legislate may not always be in accord with Christian moral values.

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- (a) For instance, in the NIO Consultation Document the Rt Hon Shaun Woodward states that *It is a sign of a maturing democracy that issues of rights and responsibilities which once would inevitably have been a source of conflict can now be discussed and resolved in an atmosphere of mutual respect and understanding*¹¹. A tension within the whole issue of rights is captured in this statement. On the one hand ‘the conflict’ is the catalyst for the need for a discussion on rights and responsibilities, yet the discussion on rights and responsibilities itself can be a potential source of conflict on the other. The variable seems to be mutual respect and understanding, without which the discussion cannot take place and common accord reached. The sheer existence of rights, therefore, does not guarantee the end of conflict. Indeed, without mutual respect and understanding, rights become the very springboard for future conflict as each community seeks to assert its rights over and above the other. The mere provision of Human Rights is not a panacea for human community. It is the values permeating our relationships that provide the basis for rights.
- (b) The Bill of Rights seeks to be the lens or filter through which all other legal duties and obligations are to be interpreted. The Bill of Rights as proposed will be foundational for all aspects of society with appeal being made to Human Rights as the highest and final standard in an issue or dispute. It is very difficult for any Bill of Rights to bear this weight, and certainly the proposed Bill, which is subsidiary or supplementary in intention, can not bear this weight for numerous reasons:
- i. The proposed Bill of Rights admits to the fact that very few rights are absolutes and most, if not all, may be subject to limitation on the grounds of, for instance, public policy. Therefore ‘public policy’, left open to interpretation in any given time and circumstance, becomes the highest value. What if public policy is shaped by a different political ideology? What rights would then become obsolete and, if capable of being rendered obsolete, does this mean they were never really a human right after all but rather a political mechanism for the governance of society? If so, many of the proposed rights can be understood to be derivative from and secondary to the primary decision of what sort of society should we have and what steps must then be taken to see this vision realised. Once again this is a less individualistic and more relational view of how human beings live together, being shaped by a higher vision of the sort of community that is desired, our responsibilities within and to that community and towards one another¹².
 - ii. Rights may also be limited to the extent that they need to be in order to protect the rights of others. Therefore, rights compete with one another and one right will

¹¹ NIO Consultation Paper: A Bill of Rights for Northern Ireland – Next Steps. November 2009, Foreword by Rt Hon Shaun Woodward MP, Secretary of State for Northern Ireland, page 6.

¹² A society that is shaped by God’s created purpose will cause individuals to ask the question: “So what kind of person must I be, and what kind of behaviour is required of me, if my life is to be shaped by, and be consistent with...God’s purpose?”. Wright, Christopher J.H. *Old Testament Ethics and the People of God*, Inter-Varsity Press. Leicester, England. 2004, p.52

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eventually trump the other. Appeal to this lower ‘right’ is therefore not an appeal to the highest standard.

- iii. Some rights are expressly stated to be subject to other rights. Of interest to the church is that the right to religious belief and practice is subject to limitations necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedom of others. In this context the concepts of democracy and (undefined) morals both are superior to the right to religious belief. This is a triumph for a belief in democracy not just as a system of organising Government but also as an ideal. The variable is not that one believes in something and another believes in nothing, the variable is what one chooses to believe in. In this instance, belief in democracy is a higher standard than whatever religious persuasions one might hold. Non-religious belief is presumed to be preferable to and superior over religious belief. Likewise, religious belief is secondary to ‘public morals’, however they are defined. In this context we express our concern that as a religious body the Church’s integrity and right to assert her beliefs might be considered secondary to ‘public’ policy, especially if the Church is considered a public body if in receipt of public funding. We seek clarification on this issue.
- iv. In defining public policy, public morals or principles of democracy, appeal cannot simply be made to the majority view. For instance, on grounds of pure logic alone, and without prejudice to the underlying issue, the death penalty is seen as objectionable to Human Rights advocates and observers and is guarded against by the Right to Life. In the UK the subject of whether or not the death penalty should be re-introduced is a matter of ongoing popular debate with many observers indicating public support for its reintroduction. In this context it is clear that the necessary and worthy protection afforded by the Human ‘Right to Life’ is set over and above the possible will and wishes of the majority of people who make up the community that a Bill of Rights seeks to serve. Appeal is therefore made to a higher or truer value that is in itself left undefined, but which is assumed to be for the benefit of all.
- v. Similar appeal is made by the NIHRC in justifying the inclusion of Civil Partnerships against the particular circumstances of Northern Ireland. It is expressly stated that such a Right is necessary because of the significant opposition to such partnerships that exists in Northern Ireland. It is not stated as to how such opposition might be said to arise out of conflict, nor is there statistical evidence of the levels of opposition. Over and against opposition that is stated to be significant a Right is advocated. Again on grounds of logic and without commenting on the different views of this issue, we would highlight that appeal is being made to something that is aspirational about the sort of society it is envisaged we should be, with the right being a mechanism within public policy to ensure that this vision is realised. Who gets to state what that society should look like and on what value

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basis? Moreover, whose views get excluded from any final determination and at what cost to their ‘rights’?

From the perspective of the Church what is often objectionable is the view that a Bill of Rights represents or expresses an objective view of the world, set against subjective, privatised religious belief that is, at best, of lesser significance within the public sphere. This is especially the case when it has been argued that the public sphere as we now understand it is entirely, and perhaps most accurately, explicable by a biblical worldview.

Questionable Acceptance of Religious Rights

23. In addition to the concerns raised in 22(b)(iv) above we also find objectionable the impression given of recognition of religious beliefs in theory, when they are often pilloried in practice. The NIHRC response to the NIO’s Consultation Documents takes exception to the use by the Government of Sharia Law in the framing of the debate¹³. The NIHRC state that Islamophobic sentiment is well documented in Western Europe and that the Government might be preying on fears and xenophobic sentiments in claiming, as an example, that Sharia law is incompatible with European law and culture. The NIHRC state that this view is, at best, contestable. It would be interesting to see how the Bill of Rights as proposed by the NIHRC could even begin to accommodate in practice those who wished to operate under Sharia law in Northern Ireland, especially in relation to matters of equality, gender, and sexual orientation. Recent experience would suggest, along with the NIHRC’s own assertion (identified above) of the significant opposition to Civil Partnerships necessitating the introduction of a right to safeguard the same, that acceptance of religious beliefs and practices (without prejudice to the discussion within religious groups on human sexuality and gender orientation) is stated in theory but ideologically vilified in practice. The current debate has great difficulty in accommodating certain beliefs deeply held within the Judaeo-Christian tradition that has existed on the island for over 1700 years without pretending that it is willing to accommodate the introduction of, for example, Sharia law.

Conclusion

24. What cannot be accepted, therefore, is that any particular expression of democratic structure or the introduction of a Bill of Rights is somehow a panacea that will deliver, in and of itself, an ordered and healthy society for all. This is especially so when such a Bill seeks to make religious beliefs, that can provide a foundation for life and existence, subject to a secular ideology that erroneously presents itself as objective, yet is based upon an unidentified set of higher values that are simply presumed to exist.

25. A Bill of Rights is not, and indeed can never be, the highest value. Therefore, it loses potency as the right that is stated to be intrinsic to our individual humanity is subject to the broader concerns and higher ideals of public policy and aspirations. Once again this

¹³ A Bill of Rights for Northern Ireland: Next Steps – Response to the Northern Ireland Office, NIHRC: February 2010, page 30

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correlates reasonably well to the realities of human existence expressed with the biblical narrative.

26. It is when such broader concerns or higher ideals of public policy and aspirations set themselves over and against God's vision for His created order, without consistent reference to either majority opinion and collective will or to a coherent ideological basis, that the Church must express her objections and raise the question – who or what is now the final arbiter on matters of value and truth?
27. The Church has an ideological basis for understanding the highest values of goodness, love and truth, a realistic assessment of the problems facing society within Northern Ireland, yet also a commitment to work within the existing functional yet flawed structures that 'Caesar' can provide on the understanding that it is how we relate to one another and to God's created order that will be key for rebuilding Northern Ireland.

C. Specific Response to NIO Consultation & Debate with NIHRC

28. As outlined in our introduction it seems clear to us that there is a considerable difference of opinion between the Government and the NIHRC as to what type of Bill is required or necessary for Northern Ireland. In reviewing the debate, we have taken into consideration:
 - a) The ECHR Right or Rights, incorporated into UK law through the Human Rights act 1998 to be included in the proposed Bill of Rights;
 - b) The supplemental right(s) proposed by the NIHRC to be included in the Bill of Rights for NI;
 - c) The reasons provided for the supplemental right(s) as to why such a right is, in the view of the NIHRC, justifiable on the grounds of being particular to Northern Ireland;
 - d) The mechanisms that currently exist to meet the underlying need giving rise to the proposal of such a right as identified by the Government in its Consultation Paper;
 - e) Further considerations raised by the Government as to the nature of the proposed right and the mechanisms that already exist to meet the need identified.
29. Three key areas of debate that we believe emerge are:
 - (a) **How the proposed Bill is to work with existing Human Rights Protections and within a Northern Ireland context;**
 - (b) **The definition of what is 'particular to Northern Ireland';**
 - (c) **Whether or not rights are needed to consolidate existing protections offered by a vast array of primary and secondary legislation, codes of practices, departmental rules and regulations and so on.**

We shall address each of these in turn.

The proposed Bill and existing Human Rights Protections, chiefly the ECHR and the HRA 1998

30. The Human Rights Act 1998 gave domestic effect to the ECHR, and was fully applicable in NI. However, it did not incorporate the whole of the Convention and its protocols. The NIHRC interpreted the ECHR to include the main body of the Convention, but not its protocols, recognising that these should be given domestic effect on a UK-wide basis. The NIHRC has been working with the Equality and Human Rights Commission (in Great Britain) and the Scottish Human Rights Commission on this and other matters. Notwithstanding this, the NIHRC identified a number of Convention Rights not yet given domestic effect that do fall within the mandate of advising on a Bill of Rights to reflect the particular circumstances of NI. Therefore the proposals include but are wider than the ECHR and the HRA 1998.
31. As we understand it therefore the Bill of Rights seeks to
- a) Include all existing Rights currently covered by the ECHR that are stated in schedule 1 to the Human Rights Act 1998;
 - b) Include some rights covered by the ECHR that are not incorporated in the HRA 1998;
 - c) Provide for supplementary rights to be included in the Bill of Rights (NI) based on International Instruments and Experience. International Experience in some instances refers to the Experience of implementing the ECHR and seeks to provide clarity within a Bill of Rights (NI) based on such experience.

There are numerous ECHR Articles, already incorporated in the HRA 1998, that are proposed to be included in the Bill of Rights for Northern Ireland without any supplementary provisions being made. We note at this stage that if such Articles are included in a Bill of Rights specifically created for Northern Ireland, as well as in the Human Rights Act 1998, then this does seem to weaken any argument that rights must be unique to Northern Ireland before they can be included in a Bill of Rights. If, however, such rights already apply to Northern Ireland through existing Westminster Legislation then we would ask the question why they should be included in a Bill for Northern Ireland.

32. The Commission states that in its discussions and deliberations, in particular with political parties at Westminster¹⁴:
- a) The parties have stated they see no contradiction between Bill of Rights for NI whilst pursuing Bill of Rights for UK;

¹⁴ Northern Ireland Human Rights Commission: A Bill of Rights for Northern Ireland – Advice to the Secretary of State for Northern Ireland, 10 December 2008, p.15-16

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- b) The Government has assured the Commission (during deliberations) that it acknowledges the separate Northern Ireland process and its distinct origins arising from a peace agreement;
- c) Local political parties agree that there should be a Bill of Rights for NI, though they disagree on content.

The Government has also stated in its Consultation Paper (para. 3.7) that it '*sees no incompatibility between a possible UK Bill of Rights and Responsibilities and a Bill of Rights for Northern Ireland, reflecting the particular circumstances of Northern Ireland ...it is also important that decisions reached in respect of Northern Ireland are taken with full awareness of the developing national debate about the best way of protecting our rights and discharging our mutual responsibilities*'.

All parties seem to agree that there should be a Bill of Rights and that it might exist alongside the wider UK debate. However, defining what is 'particular to Northern Ireland' seems to be the area over which there is no agreement and that has a critical bearing on what the actual relationship will be between a NI Bill, if accepted, and a wider UK Bill.

Circumstances Particular to Northern Ireland

- 33. The NIHRC went to considerable lengths to establish both a methodology to define what is meant by circumstances particular to NI, and further to provide reasons why each supplemental right is justifiable. For the sake of completion we have replicated the methodology from the NIHRC advice to the Secretary of State in Appendix One attached.
- 34. The NIHRC adopted the following approach:
 - (a) Providing for a generous interpretation of the phrase – recognising that there are many shared aspects of life, history, culture and politics that are shared with other parts of the UK and Ireland and yet there are also aspects of life that are distinct;
 - (b) There must, however, be limits placed on this interpretation if agreement is to be reached on what supplementary rights should be contained within a Bill of Rights;
 - (c) The Commission noted that the mandate arose from a peace agreement reached after a period of protracted conflict and a political process establishing a set of principles and structures for the governance of Northern Ireland;
 - (d) Thus the Commission was mandated to consider principles of mutual respect and parity of esteem;
 - (e) The Commission viewed this as requiring due recognition of the identity, ethos and aspirations of the two main communities in Northern Ireland;
 - (f) It was also recognised that the rights and needs of others must be protected.
- 35. The response of the Government in the NIO Consultation Paper (November 2009) consistently refers to the 'particular circumstances of Northern Ireland' or the 'particular

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application in the Northern Ireland context'. However, there is some confusion on a number of grounds:

- a) The Government does not provide a definition of what these particular circumstances are. Rather, the Consultation assumes that such rights are necessary:
 - i) In a society that has emerged from a long period of conflict and division (para. 1.1);
 - ii) To deal with the legacy of Northern Ireland's past that can still be traced in many aspects of life today (para 1.2).
 - b) The conflict, the division it caused and the enduring legacy of both, seem to be uppermost in the Government's thinking and, certainly, the NIHRC sought to justify the particular circumstances of NI in reference to the enduring legacy of the conflict on the whole of life in Northern Ireland – health, education, environment, justice, prisoners and so on. There is considerable merit in defining 'particular circumstances' to be those arising out of and attributable to, this period of conflict; yet
 - c) The foreword from the Secretary of State seems to point towards a movement that is aspirational regarding the future rather than remedial in simply addressing the consequences of past conflict. The Rt Hon Shaun Woodward states, '*As Northern Ireland emerges from conflict it is important that the terms of the debate change*'. Is the debate over the Bill of Rights to be considered within the terms of emerging from conflict or are the terms of the debate in our new environment now necessarily different?
36. We acknowledge that this need not be 'either-or'. However, if it is 'both-and' then the door is legitimately opened for proposals for rights that need not have as a point of reference the emergence from conflict. The overall trajectory of the debate would therefore move towards a wider expression of rights, not just a set of very narrowly defined rights limited to a particular moment in Northern Ireland's history, and only acceptable if they are not already mentioned in any other UK or European Instrument. In our opinion there needs to be greater clarity and certainty as to the purpose of any Bill of Rights. At this stage it seems that two options present themselves:
- a) A 'both-and' approach that encompasses all that has gone before – culturally within Northern Ireland and legally in terms of the ECHR and the HRA – and the future we want to see; or
 - b) An 'either-or' approach that focuses solely on the context of Northern Ireland, acknowledging the rights that already exist under ECHR and the HRA without having to duplicate these protections, and dealing purely with issues in Northern Ireland.

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37. We have already questioned the necessity of enacting in Westminster Legislation those rights that are already afforded to the people of Northern Ireland in Westminster Legislation. We must now question:
- (a) Whether or not being ‘particular to Northern Ireland’ means being solely and purely relevant to Northern Ireland, i.e. a very narrow understanding of the purpose of the Bill of Rights; and
 - (b) Whether or not the issues that are particular to Northern Ireland are best addressed by the introduction of ‘rights’.
38. In dealing with the first of these two questions we again note some confusion on the matter:
- (a) As noted on several occasions, the NIHRC has, in our view, presented a very considered and thought-provoking assessment of how the conflict has tarnished all aspects of life in Northern Ireland. We agree with this assessment. The NIHRC has frequently relied upon this broad assessment to justify why rights are now necessary to guard against the abuses of the past.
 - (b) However, the NIHRC also observes quite vehemently that it fails to see the significance of the Government’s assertion that some recommendations are equally applicable to England, Scotland and Wales and thus, even if addressing the particular circumstances of NI, are not unique to NI and therefore should not be included within a Bill of Rights for NI.¹⁵ The NIHRC argues that its mandate was to present proposals based on the particular circumstances of NI, regardless of whether or not the need for protections is unique, greater than or different from the rest of the UK.
- In our view this represents an inconsistent line of reasoning, being prepared to use either argument to achieve a desired outcome.
39. It is our opinion, therefore, that on the issue of what rights must be included that are particular to Northern Ireland, neither the Government nor the NIHRC have provided the debate with clarity. It is regrettable that at this stage of the discussion and consultation, no clear rationale has emerged for the underlying basis of such a Bill as any final determination must be in line with a clearly defined mandate. Before expressing our own view on the matter we now turn to the issue of whether or not the issues identified by the NIHRC, currently addressed through a wide range of existing mechanisms, should be protected by the introduction of rights.

¹⁵ See NIO consultation Document, para 3.14 and NIHRC Response, February 2010 p. 38-39

Existing Mechanisms dealing with the issues identified – are ‘Rights’ necessary?

40. The consultation document goes to great lengths to discuss the existing pieces of legislation, codes of practice, policy initiatives and so on that currently address the particular circumstances identified by the NIHRC for which the NIHRC now wish to see rights enacted.
41. In its Response in February 2010 the NIHRC highlights many areas in relation to Liberty, Policing, Justice, Imprisonment and seeks to differentiate between Codes of Practice, Orders and Statutes that may be amended easily and a Constitutional document such as a Bill of Rights against which all Legislation, Primary and Secondary, Codes of Practice and Procedures must then comply¹⁶. The issue is once again whether the goal is a foundational document covering all aspects of Northern Ireland society, past, present and future, incorporating all existing protections at every level (including other foundational documents ECHR and HRA), or if this is very ‘case specific’ and bespoke to Northern Ireland.
42. If it is the foundational approach we once again raise the issue of duplicating protections that already exist. Having established this we further question the merit of incorporating within such a foundational document matters that are in some instances so case-specific as to border on being mechanisms to implement policy rather than policy itself. If it is the latter approach then we must question what, if anything, will be left as to merit the title ‘Bill of Rights’? With the possible exception of the right to dual British and Irish nationality, confirmed by the Belfast Agreement, most other areas are, upon consideration, issues of general concern, or are so confined to Northern Ireland as to merit bespoke legislation for that particular issue as opposed to the establishment of a Human Right. Such a narrow Bill, being so parochial to the circumstances of Northern Ireland, will hardly merit the title ‘Bill of Rights’ or the claim to be an international exemplar.
43. In our opinion many of the proposed Rights do appear to lapse into areas that a devolved Government should be making determinations upon. There are many areas that appear to be policy initiatives and there appears a certain zeal to ensure that if a prior mechanism was required to protect against an abuse arising out of the conflict, then such a mechanism must become a ‘right’. In such circumstances, we would observe that a legacy of the conflict might, in itself, be a heightened sensitivity to such issues, resulting in their incorporation into a Bill of Rights, when perhaps good practice and procedures already exist to deal with such matters.
44. The NIHRC notes that such legal instruments may be amended and codes of practice changed, whereas rights are foundational and are necessary to protect individuals from such changes. The protection afforded by such rights will be actionable in law, and any

¹⁶ NIHRC Response, February 2010 p. 9-13

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changes to secondary legislation or practices also capable of being subject to objection in law. This raises a number of concerns:

- a) The fact that rights will be enforceable which should ensure that these rights do not lapse into being simply a wish-list for good behaviour. This is understandable. However, such individualism seems to fall short of the relational vision laid down by God for His creation. It has already been asserted that without such a relational vision individualism has the greater potential to increase conflict, not to heal it.
- b) Further, when rights are expressed in tightly defined terms rather than as aspirational goals, it is arguable that such rights will lead to services being provided with the desire to minimise complaint and litigation, rather than in serving the individual. The individual is devalued in such circumstances and defined by their potential cost if a service is not provided in accordance with the established terms.
- c) It is the opinion of the NIHRC that the introduction of such rights will not lead to an increase in court cases. The reason stated for this is that the same fear was stated when the HRA was introduced and it never materialised. Once again we are moved to observe that the NIHRC is being somewhat disingenuous in its reasoning. The bill is felt to be necessary by the NIHRC as it is particular to NI given the legacy of the conflict and a history of division. The context is, therefore, not the same as the context behind the HRA in the UK and a divided society is exactly the sort of society that will seek to enforce its rights, especially when the NIHRC argues that existing mechanisms are not sufficient as they are subject to change without any recourse to the courts.

It is our fear that by making these many areas the subject matter of human rights that the burden on already scarce public resources the amount of litigation will increase unjustifiably.

45. We are not convinced that enshrining many of the existing mechanisms for addressing clearly identifiable needs into a Bill of Rights, expressed in such individualistic, legalistic and detailed terms, will result in the fulfilment of many of our shared hopes and aspirations for the future of Northern Ireland. Furthermore, as a cross-border body we are concerned as to the impact of using Human Rights to protect against some issues bespoke to Northern Ireland on our relationship with the Republic of Ireland. We would urge that any consultation on how we proceed seeks agreement at a broader, more aspirational level with the consensus of opinion in both the UK and the Republic of Ireland.

D. Conclusion and Recommendations

46. We affirm the dignity of all human beings, assert that we are created to live in relationship and community, and that we all bear responsibilities towards one another. We acknowledge the pain suffered by the people of Northern Ireland and welcome the holistic assessment of this by the NIHRC. As a church we unequivocally commit ourselves to working for a more just, peaceful and loving society. We undertake to engage constructively in the steps that must be taken towards this goal, realising that such engagement will always necessitate justifiable critique of those policies and ideologies that fail to properly grasp the fundamental brokenness of human beings, our relationships with one another, and what might be done to address these.
47. We respect the right of Civic Authorities to govern and to propose a Bill of Rights as a means of ordering society. However, while attempting to answer the issues raised by conflict, such a Bill may also itself be a source of conflict. It fails to bear its own weight as being the final or highest arbiter of values being subject to higher public policy limitations, containing differing rights that are afforded unequal status, being driven by ill-defined and at times contradictory ideological assumptions that are presented, without justification, as being objectively true or 'right'. We assert that a properly understood biblical perspective provides a better explanation of, and ideological foundation for, the current state of our society and the measures that need to be taken as a result. Such a vision takes into account the whole human person, living in community with others, and seeks to promote not only individual rights but our shared duties and responsibilities.
48. We believe there to be considerable difference of opinion and confusion as to the purpose and scope of a Bill of Rights for Northern Ireland. We raise attention to the following areas of concern:
 - (a) A Bill of Rights that is particular to Northern Ireland does not need to replicate in Westminster Legislation rights that are already afforded to the people of Northern Ireland by existing Westminster Legislation.
 - (b) The Government seems uncertain as to whether any Bill should be particular to Northern Ireland in reference to the conflict and its legacy or if the terms of the debate for such a Bill have now changed, though this also is unhelpfully not defined. The NIHRC have gone to great lengths to justify very many areas as being particular to Northern Ireland, referring frequently to the impact of the conflict that was unique to Northern Ireland, yet seem quite happy to also declare that such rights do not have to be unique to Northern Ireland. It is wholly unsatisfactory that clear terms of reference for this debate have yet to be defined.
 - (c) The Bill proposed is in many areas not particular to the circumstances of Northern Ireland thus calling into question the need for a specific Northern Ireland Bill, or, so particular to the circumstances of Northern Ireland as to call into question the legitimacy of creating rights to address case-specific situations. A considerable body of existing legislation and secondary mechanisms is in place to address many

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of the important issues raised and, being addressed to specific circumstances, may be adapted to circumstance as required in the future. The establishment of highly sensitive rights in a society as divided as that of Northern Ireland is to invite a series of legal conflicts over the enforcement of and encroachment on such rights. This may place an unhealthy burden on scarce public resources and paradoxically undermine the relationships needed between the various communities in Northern Ireland.

49. We would conclude the following:

- a) That any proposed rights be stated in broad and general terms. In proposing this we acknowledge that there may be very little that can be stated to be particular to Northern Ireland.
- b) Therefore, that those rights particular to Northern Ireland be made additional to existing Human Rights legislation or encompassed within any proposals in the UK wide review of Rights and Responsibilities.
- c) That any such additions be made after careful assessment of the position in the Republic of Ireland, ensuring that both jurisdictions have a high degree of consensus in the area of Human Rights.
- d) That we regret the absence of the language of responsibilities in respect of the proposed Bill, and look forward to Northern Ireland playing its full part in the debate around reform of the existing UK legislation in terms of rights and responsibilities and we therefore conclude that this should precede further work to develop a Bill of Rights for Northern Ireland.

Appendix One – Defining Circumstances Particular to Northern Ireland: Approach by NIHRC

The Methodology in identifying Rights to be included in a Bill of Rights

In the case of each proposed right, the Commission applied the following guidelines:

The particular circumstances

1. Is the case made that the need for this proposed right arises out of the particular circumstances of Northern Ireland?

The legal aspects

2. Is the proposed right:
 - a) supplementary to the Human Rights Act 1998
 - b) supplementary to those provisions of the European Convention on Human Rights not reproduced in schedule 1 to the *Human Rights Act 1998*, and
 - c) compatible with their existing provisions?
3. Is the case made that the right is not adequately protected under the European Convention on Human Rights and the Human Rights Act?
4. Is the proposed right in line with best practice according to international instruments and experience?

The principles of mutual respect and parity of esteem

5. Will the proposed right help to reflect the principles of mutual respect for the identity and ethos of both communities and parity of esteem?

The interests of the people of Northern Ireland

6. In light of the above, taking into account what the consequences might be (positive and negative) of including this proposal in the Bill of Rights, the content of the Forum's Final Report, the support and opposition regarding the proposal, the context of human rights in the UK and on the island of Ireland and any submissions made to the Commission on the subject, does the Commission believe it would be in the interests of the people of Northern Ireland?

The content of the Commission's advice

7. Taking into account all the above and having regard to the totality of rights considered for inclusion in a Bill of Rights, does the Commission consider:
 - a) that this proposed right should be included in its advice to the Secretary of State and,
 - b) that any amendments or additions are necessary or desirable in order to ensure the coherence and effectiveness of the Bill of Rights as a whole?

Whether a proposed right answers a need for extra protection arising out of the particular circumstances of Northern Ireland.

- A. Are there grounds for the belief that the right has been abused, neglected or restricted by state or non-state actors in Northern Ireland to an extent greater than or in a manner distinct from any abuse, neglect or restriction in other parts of the UK?
- B. Has the area of political, social, cultural or economic life that the proposed right covers been a cause, source or location of conflict and division between the two main communities in Northern Ireland?
- C. Is there a reasonable apprehension that the proposed right might be violated in the future to a particularly significant extent or in a particular way compared to other parts of the UK?
- D. Is the proposed right considered necessary or beneficial in enhancing mutual respect for the identity and ethos of both main communities and parity of esteem between them?
- E. Does the proposed right fall under the ‘issues for consideration by the Commission’ listed in the Belfast (Good Friday) Agreement? These are: ‘The formulation of a general obligation on government and public bodies fully to respect, on the basis of equality of treatment, the identity and ethos of both communities in Northern Ireland;’ and ‘A clear formulation of the rights not to be discriminated against and to equality of opportunity in both the public and private sectors’.
- F. Is the proposed right one of those which ‘against the background of the recent history of communal conflict’, the parties affirmed in particular in the Agreement?
- G. Is the proposed right relevant to:
 - i. a matter to which significant reference is made in the Agreement, or
 - ii. one of the ‘general references to issues that have a human rights basis’ in the Agreement?

APPENDIX E

**WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE
REPORT 2010**

MEMBERSHIP

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

The Reverend Ian Poulton (Hon. Projects Secretary) and Mr Martin O Connor (Education Adviser) also attend all meetings.

- Bishops’ Appeal income in 2009 was €401,400 and £97,983 as against €504,413 and £249,620 in 2008.
- Bishops’ Appeal has sought to sharpen the focus of its grants to achieve the maximum impact with the reduced funds available.
- Bishops’ Appeal seeks good stewardship of resources by those to whom grants are made.
- Bishops’ Appeal responded immediately to the earthquake in Haiti and expresses thanks to the many people and parishes who gave so generously.
- Bishops’ Appeal will launch its annual newsletter, giving details of projects and grants and promote its 2010 Project ‘Water of Life’ at the General Synod.
- Noting that the international economic crisis has borne down most severely on the poorest, Bishops’ Appeal calls on church members to recognise the biblical requirement to respond to the poor.

The work of Bishops’ Appeal is rooted in biblical theology and, in times of significant challenge, it is appropriate to look to Scripture, particularly to the prophets who responded to the challenges of their own times, for a perspective on our own situation.

NATHAN

The story of King David in the *Second Book of Samuel* includes an encounter with the prophet Nathan in which Nathan tells a parable against those who would take from those who have less. The parable is the story of two men in a town, one rich and the other poor. A traveller comes to stay with the rich man and the rich man, not wishing to give anything from his own abundant stock, takes the only lamb the poor man has and slaughters it to feed the visitor.

In our own context, how would Nathan respond to a world where people who are still blessed abundantly in comparison with the world’s poorest, yet who regard the visitation of recession

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as reason to take from what they might have given to the poor? Bishops' Appeal, in common with many groups working to raise funds for the poor, suffered a sharp drop in income from some areas during 2009. Economic circumstances are difficult, yet money is still found for many non-essential expenditures. The response of Nathan to King David's act of taking from someone else, when he had already been blessed in abundance, is to ask, 'Why did you despise the word of the LORD by doing what is evil in his eyes?' Were Nathan to encounter a Church in a rich country, that had reduced its giving to the poor over successive years, as has been the case with the Church of Ireland Bishops' Appeal, what questions would he ask of us?

MICAH

The Biblical response to the demands of justice in our world has an inescapably individual dimension. The evangelical writer Ronald Sider's *Rich Christians in an Age of Hunger* published in the 1970s, stressed the role of individual choice and lifestyle in allowing a generous response to the needs of the poor. Sider's perspective became unfashionable: prosperity theology asserted the Deuteronomic view that wealth was a sign of blessing, while liberation theology argued that change must come through addressing unjust structures. Aid and development agencies focused upon issues of debt and trade and, in shifting the onus for change to the level of governments and institutions, perhaps deflected attention away from the requirement for us as individuals to respond with the generosity we expect from our governments.

'And what does the LORD require of you?' asks the prophet Micah, 'To act justly and to love mercy and to walk humbly with your God.' Justice and mercy are matters of individual choice and are exercised in a world where individual choices make a difference. The contraction of income has meant the Bishops' Appeal Committee has had to focus much more upon projects that are smaller, and that deliver clearly defined results, rather than funding more general programmes. Grants are more often in thousands than in tens of thousands and are of a scale where individual contributions can determine whether or not they are possible. The sums of money spent in purchasing one model of a car rather than another, or in choosing a particular holiday, are sums that would correspond to a significant percentage of many of the grants paid. It is not true to claim that there is nothing we as individuals can do to change the world; we have the capacity to change at least small parts of it; whether we do so, whether we respond to the Lord's requirements, is our choice.

AMOS

If the biblical demand for justice has an individual dimension, it makes also strong demands at a societal level. The relationship of God with the people of Israel was marked by a desire for national righteousness. The prophet Amos pronounces God's judgment upon those who observe the religious ceremonies, but fail to address the injustice within their society, 'Let justice roll on like a river, righteousness like a never-failing stream!' says the Lord. An unjust nation is one that cannot have a right relationship with God because God rejects its attempts at worship.

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It was disappointing that one of the effects of the recession was that the Government of Ireland began to impose severe cuts in its already modest overseas aid budget. The cuts directly impacted upon programmes in partner countries and were protested by those agencies responsible for the aid programmes. The chair of the Bishops' Appeal Committee wrote to the Minister for Overseas Development outlining objections to the cuts in the aid budget. Ireland has been through the most prosperous years in its history and yet failed to reach the United Nations target for aid budgets of 0.7% of GNP. How would Amos have responded to reports that the poorest were to lose the little assistance they were receiving in order to pay for the misdeeds of the very rich? How is a nation that turns away from the poor to be regarded by God?

ISAIAH

The prophets provided a trenchant critique of the societies in which they lived, but were also people of profound hope, none more so than Isaiah. Streams in the wilderness become a metaphor in Isaiah for the renewal of the life of the nation, 'See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the desert and streams in the wasteland.' The metaphor has such power for his readers because water was a precious resource, a key to survival.

Recognising the fundamental importance of water and the power of good and clean water supplies to transform the lives of poor communities, Bishops' Appeal is launching its '*Water of Life*' appeal at the General Synod. One third of Bishops' Appeal income for the year will go to water projects: our target is to enable *SAFE* to fund the building of a reservoir for a remote community in Afghanistan; to provide funds for the purchase of fifteen drilling rigs by *Fields of Life* in East Africa; and to allow The Leprosy Mission to buy 1,200 water filters for families living in areas where the only supply of water is contaminated. With its initial launch having been in January 2010, a decision was taken to delay circulation of material about the appeal following the devastating earthquake in Haiti, the needs of Haitians becoming an immediate priority.

The vision in Isaiah is of the Lord's people ushering in a time of spiritual and physical restoration after times of destruction, 'They will rebuild the ancient ruins and restore the places long devastated; they will renew the ruined cities'. We pray for the recovery of Haiti after its great suffering and for effective stewardship of the funds raised.

JEREMIAH

Jeremiah has a vision of a coming time when the Lord's people stand equal together, "'No longer will a man teach his neighbour, or a man his brother, saying, 'Know the LORD,' because they will all know me, from the least of them to the greatest,' declares the LORD'. Jeremiah's stress on our equality in the Lord's sight is reflected in our theology of mission, where the relationship between churches is one of partnership, and in our theology of development, where agencies are partners in implementing projects.

Dean Des Harman's years of service and commitment to the work of Bishops' Appeal prompted a wish on the part of the Committee that his name be commemorated in an annual

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scholarship, to be awarded to a member of a partner church to enable them to pursue studies in Ireland in the field of development (there are courses available that have been greatly beneficial to both the students who pursued them and to the communities to which they returned). Bishops' Appeal have approached CMS Ireland with a view to them identifying suitable persons, creating a network for the persons during their stay in Ireland, and helping them to apply the skills learned upon their return to their own context. It is felt that such a scholarship would have a significant 'multiplier' effect in the student's own community, and would enrich our own Church through the person sharing their experiences and insights with Churches here in Ireland.

PERSONNEL

Mr Martin O'Connor has continued to pursue with whole-hearted commitment his role as part-time Education Adviser to the Bishops' Appeal Committee, bringing to meetings and services a depth of knowledge of issues surrounding development, and a passionate desire for justice. Mr O'Connor works hours significantly longer than those for which he is paid and fulfils many duties that are not part of his job description. Mr O'Connor's anticipated ordination in June 2011 will require the Bishops' Appeal Committee to take stock of the working of the Appeal.

The Rev Elizabeth Hanna, Rector of St Nicholas' Parish in Belfast, became a member of the Committee in 2009, replacing the Rev Ian Poulton, who continues in an advisory role and whose wisdom and experience in the scrutiny of project applications remains indispensable to us. Ms Hanna's membership of the Committee renews the association of Bishops' Appeal with St Nicholas' Parish.

With the exception of the Education Adviser's part time post, Bishops' Appeal relies entirely upon volunteers; it could not function without the network of diocesan representatives and without the generous commitment of many, many people in parishes, whose labours go often unacknowledged. Believing it to be the Lord's work, we press on.

TAX EFFICIENT GIVING

Bishops' Appeal continues to welcome tax efficient giving; the amounts received have become important in times of reduced income. Taxpayers are reminded that tax-efficient schemes are available in both parts of Ireland whereby donations to Bishops' Appeal can be enhanced at no extra cost to the donor. In the Republic the scheme applies to 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 25% 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 renews its thanks to the staff in Church of Ireland House, particularly Ms Doreen Smyth and Mr Adrian Clements, for their ever attentive, and always polite, assistance in the financial management of the Bishops' Appeal funds.

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**BISHOPS' APPEAL ACCOUNT 2009
FUND ACCOUNT**

	Year ended 31 December	
	2009	2008
	€	€
INCOMING RESOURCES		
Contributions	498,560	733,392
Deposit Interest	1,954	6,626
Sterling translation gain	4,705	(13,052)
Tax refunds	11,214	26,463
	<u>516,433</u>	<u>753,429</u>
RESOURCES EXPENDED		
Grants	513,998	722,982
Printing and stationery	13,233	12,264
Administration & Personnel costs	25,434	31,652
	<u>552,665</u>	<u>766,898</u>
Deficit for year	(36,232)	(13,469)
Balance at 1 January	129,408	142,877
Balance at 31 December	<u>93,176</u>	<u>129,408</u>
EMPLOYMENT OF FUNDS		
Cash on deposit	93,176	129,408
Balance at 31 December	<u>93,176</u>	<u>129,408</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2009, €1 = £0.8881 (2008: €1 = £0.9525).

ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Income and Expenditure and the Fund Account for the year ended 31 December 2009. 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
9 March 2010

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BISHOPS' APPEAL CONTRIBUTIONS

	2009		2008	
	Stg£	€	Stg£	€
ARMAGH	17,593	3,515	26,666	3,523
CLOGHER	13,660	1,800	46,098	7,546
CONNOR	10,219	-	37,113	150
DERRY & RAPHOE	23,695	14,023	65,844	26,075
DOWN & DROMORE	18,724	-	43,998	-
DOWN DROMORE & CONNOR	-	-	5,200	-
KILMORE	-	6,785	894	11,087
ELPHIN	-	6,376	-	9,384
CASHEL & OSSORY	-	57,934	-	66,990
FERNS	-	21,492	150	23,734
CORK	-	55,744	-	47,359
DUBLIN	-	154,967	50	197,059
LIMERICK	-	11,290	-	15,448
MEATH & KILDARE	-	29,842	-	46,331
TUAM	-	11,666	-	9,227
INDIVIDUALS (INCL. LEGACIES)	7,707	19,649	3,213	16,288
OTHER	300	-	500	12,009
TOTALS	91,898	395,083	229,726	492,210
TOTALS IN EURO	498,560	733,392		

BISHOPS' APPEAL GRANTS PAID

TYPE OF DEVELOPMENT	2009	2008
	€	€
Disaster Relief	86,995	68,374
Health & Medical	198,567	187,734
Education/Communications	140,423	306,073
Rural Development	<u>88,013</u>	<u>160,801</u>
Totals	513,998	722,982
DEVELOPMENT AGENCY		€
Christian Aid	71,718	141,488
CMSI	39,775	97,244
Feed the Minds	15,721	13,532
Tearfund	32,849	25,000
Others	<u>353,935</u>	<u>445,718</u>
Totals	513,998	722,982

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BISHOPS' APPEAL GRANTS PAID

GEOGRAPHICAL LOCATION

AFRICA - €199,296;Stg £108,406

Apple & Veg Production	Ethiopia	VITA
Bishop of Tuam's Marathon Run	Ethiopia	Christian Aid
Body of Christ has AIDS	Africa	Christian Aid
Body of Christ has AIDS	Liberia	Tearfund
Emergency Assistance	Zimbabwe	USPG
Girls' Project	Angola	Christian Aid
HIV Education	Zimbabwe	Christian Aid
HIV/AIDS Project	South Africa	Direct
HIV/AIDS Project	Swaziland	USPG
Jacaranda Farm, Kaduna Project	Nigeria	Direct
Kiwoko Hospital	Uganda	CMSI
Meath & Kildare Diocesan Project (in memory of Mrs Linda Clarke)	Malawi/Ubombo	Direct
Nurse Training	Tanzania	USPG
Pineapple Project	Rwanda	Direct
Primary School	Sudan	CMSI
Primary School Construction	Burundi	Fields of Life
School Agriculture	Uganda	Aidlink
Schools Refurbishment	Burundi	CMSI
Slum Violence Prevention	Kenya	Feed the Minds
Stoves	Eritrea	VITA
Supportive Seating	Tanzania	Motivation

ASIA - €138,760;£35,196

Community Health	Bangladesh	USPG
Al Ahli Hospital	Gaza	Direct
Model Villagees	India	GOAL
Healthcare Training Programme	Afghanistan	SAFE
Back to School Campaign	Pakistan	Feed the Minds
Building Hostel	India	DUMCN
Emergency Assistance	Sri Lanka	Tearfund
Slum School Drainage	India	GOAL
St George's Clinic	Iraq	Direct
Friends of Neyyoor Hospital	India	Dr Derek Jenkins

SOUTH AMERICA - €14,246

Projeto Bem-me-Quer	Brazil	Sr Helen Regan
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APPENDIX F

CENTRAL COMMUNICATIONS BOARD

MEMBERSHIP

Rt Rev TR Williams	(House of Bishops) November 2008
Dr V Jones	(Standing Committee)
Ven REB White	(Honorary Secretary)
Most Rev RL Clarke	(Broadcasting Committee)
Rev EV Cremin	(Chair – Broadcasting Committee)
Dr K Milne	(Chair – Literature Committee)
Dr R Refaüssé	(Hon Secretary – Literature Committee)
Mr DC Reardon	(Church House Senior Management)
Ven RG Hoey	(Resigned as Chairman of the Internet Committee – January 2010)
<i>Vacant</i>	(Internet Committee)
Mrs Jane Leighton	(Representative Body)
<i>Vacant</i>	(Representative Body)
<i>Vacant</i>	(Co-option for gender & regional balance)
<i>Vacant</i>	(Co-option for gender & regional balance)
Head of Synod Services & Communications	(<i>ex officio</i>)
Press Officer	(<i>in attendance</i>)

OBJECTIVES 2010-11

- To review the role of, and need for, the Internet Committee.
- To draw up a proposal to provide for the editorial needs of the Church of Ireland website.
- To devise a proposal for a communications model to be developed during the period 2011-2015 with a focus on multi-platform use and providing a means of addressing younger members of the Church.
- To promote the need to re-instate media training.

Terms of Reference

Initiate policy in relation to the communications strategy of the Church.

Co-ordinate the work of the sub-committees.

Report annually to the General Synod.

Financial Situation

Owing to the difficult financial situation facing the Church, Communication budgets were drastically cut by the Board as a contribution towards cost saving, but with an inevitable reduction in certain services including media training, media monitoring, web development and promotional work. The press service has been prioritised to ensure that the Church's message continues to be articulated through external media channels.

Publishing

One of the objectives set in 2009 was to maintain and develop the Church of Ireland Publishing (CIP) imprint. A certain volume of publishing was maintained, and the

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Royalties Fund was asked to assist the Allocations Committee to support a variety of communications, liturgical, publishing and educational activities, for which the Standing Committee gave its approval to the Board's recommendation in 2009. Publishing, at least from the CIP perspective, was as vibrant as ever in 2009.

Website

Plans to review the Church's website were deferred until the financial situation would support fresh development but this remains a priority for the Committee and the CCB.

Broadcasting

In terms of Broadcasting, a considerable degree of energy has been directed to developing working relationships with RTE and BBC religious teams. Rev Dr Bert Tosh of BBC NI and Mr Roger Childs, Head of Religious Programming, have both engaged actively with the Board facilitating planning and programme development. Broadcasters, no less than the Church, are facing financial cutbacks and the Board commends the work of the Broadcasting Committee in maintaining active links with the industry at this time. UTV is experiencing considerable difficulty with a planned reduction in its locally sourced Public Service Broadcasting content, within the overall development plan for the ITV network. This will particularly limit the potential for religious programming which is only one of a number of categories included under this heading, which includes current affairs, drama and sport.

The Bishop of Limerick, as the new Chairman of the CCB, initiated a discussion about developing the Church's communication policy away from information provision and towards a storytelling approach. A further strand in this debate about the future communications needs of the Church explores how the Church should prepare for the next digital generation – that younger age group for whom the website and blog are only the beginning. The rapid pace of innovation in communications does not always make it easy to know which platforms and technologies make sense as a good investment for organisations such as the Church. Feedback from the commercial communications industry indicates that mistakes can be very expensive, and the Church needs to bear this in mind. On the other hand, the Church also needs to understand that much modern communication isn't 'organisational' at all but rather, is driven by individuals using various new platforms to explore for themselves. Although culturally the Church of Ireland tends to think of such things in a centralised way, whether provided by Church House Dublin, or by the diocese, in fact, the digital revolution may really be about developing a greater acceptance of 'unofficial' communication flow.

Meanwhile, the CCB is discussing whether the information function of the Church website is the most effective use of this application and is considering whether the site would make a more effective contribution to the witness and mission of the Church if it focused more on news and human interest and articulated more effectively the work of the Church under the three-fold focus of Growth, Unity and Service?

Internet Committee

The Internet Committee of the Church was originally set up to develop the technical infrastructure for a central website for the Church. In recent years, the Committee has achieved its original brief, and has handed over the technical support to the IT staff of Church House. The CCB thanks all of those who served on the Internet Committee

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throughout its years of activity and who contributed to this project. The Church website currently contains more than 4000 pages and is a major source of information. At its meeting in February, the CCB received the resignation of the Chairman of the Internet Committee, Ven RG Hoey. Archdeacon Hoey had acted as Chairman of this Committee since its inception in May 1970 and the Board extended its sincere thanks to him for the dedication that he showed to this particular project which has been such a significant landmark in the story of Church communications. The Board then held a significant debate on the future needs of the website. A decision was taken to ask the Standing Committee to disband the Internet Committee, with a view to putting in place a new proposal in respect of the editorial management and development of the website. The Board hopes to deliver this proposal in 2010/11, in the hope that resources will then be available to support this function, which the Board identifies as a priority for the Church. As a result of this review, there is no report from the Internet Committee for 2010.

LITERATURE COMMITTEE

MEMBERSHIP

Dr K Milne (Chairman)
Professor R Gillespie
Rev PK McDowell
Ven RB Rountree
Rev B Treacy OP
Ms C 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 2010 the Committee will seek to

- Promote church-related publication within and beyond the Church of Ireland.
- Manage Church of Ireland Publishing in the new economic climate.
- Evaluate applications for support from the General Synod Royalties Fund.

ACTION PLAN 2010

Implement a formal promotion and marketing, sales and distribution, management structure.

Promote the use of electronic publishing as well as traditionally printed material to maximise the use of resources.

Work towards the publication of a Church of Ireland parish handbook, and work with the Liturgical Advisory Committee on the publication of a booklet on liturgical space and guidelines for re-ordering of churches, subject to a motion for the approval of the General Synod, is in progress.

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 CIP website (cip.ireland.anglican.org) was maintained.

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The following titles were published in 2009:-

Mrs Gillian Kingston, *Working out the covenant. A shared spiritual heritage.*

Mr George Leckey, *Reader ministry in the Church of Ireland.*

Rev Brian Mayne (ed.), *Sunday and weekday readings 2010.*

Dr Kenneth Milne (ed.) *Journal of the General Synod 2008.*

Very Rev Gordon Wynne & Mr Lachlan Cameron, *Pastoral care in the digITal world.*

PUBLICATIONS OFFICER

The Publications Officer continued to work with the designer, Mr Bill Bolger.

In addition to preparing the CIP titles for publication she prepared the document *Recession* for the General Synod website, and worked with the Press Officer on the launch and promotion of *Reader ministry in the Church of Ireland.*

GENERAL SYNOD ROYALTIES FUND

The Committee recommended the following grants:-

€2,000 to the Liturgical Advisory Committee to maintain and update the worship section of the Church of Ireland website.

€2,500 to meet the production costs of *Reader ministry in the Church of Ireland.*

€2,790 to print *Working out the Covenant.*

€3,000 to subvent the publication, by Four Courts Press, of a critical edition of the letters of Primate Boulter, edited by Dr Patrick McNally & Dr Kenneth Milne.

In addition the Standing Committee requested the payment of a grant of £2000 to print the final report of the Hard Gospel project, and, in light of the particular financial difficulties facing the Church of Ireland, the Allocations Committee requested a grant of €75,000 to assist in maintaining funding for communications, liturgy, and book purchases for the RCB Library.

€2,700 to the Liturgical Advisory Committee for the production costs of the final Year A of *Singing Psalms* to enable the completion of the project.

€4,000 to the APCK to produce two Church of Ireland information pamphlets.

€2,000 to the Church of Ireland College of Education towards the total publication costs of €10,000 for a bi-centenary history of the Kildare Place Society in which the College has its historic roots.

BROADCASTING COMMITTEE

Membership

Ms R Buchanan

Most Rev RL Clarke

Rev EV Cremin (*Chairperson*)

Rev TW Gordon

Mr R Childs

Rev Dr R Tosh

Head of Communications (*ex officio*)

Press Officer (*ex officio*)

Objectives 2010

Maintain Church of Ireland contribution to consultations and policy review by broadcasters and governments.

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Contribute to communications training in Theological Institute in respect of broadcast training and make similar inputs where possible.

Maintain links with religious broadcasters in Northern Ireland and the Republic of Ireland and support the broadcast of religious services.

Participate in church media networks and develop the Church's understanding of the role of digital technologies and new media.

Broadcast Training

In response to the financial crisis the Budget Sub-Committee asked the Broadcasting Committee to cancel plans for Broadcast Training and only a small contingency amount has been retained in the budget for 2010. The committee regrets this, but understands the reasons behind the request. The committee places high importance on the need for good quality and effective communication, and looks forward to reinstating this important aspect of its work for the benefit of parochial and wider ministry in future years.

RTE Religious Programming

Despite financial cutbacks at RTE, Mr Roger Childs, the Head of Religious Programming, produced a new series in the autumn of 2009 entitled '*Does God hate...?*' The '*Would You Believe?*' series returned with eight strong and thought provoking programmes in the autumn and veteran presenter Mr Gay Byrne hosted a series of conversations with well-known people entitled '*The Meaning of Life*'. *Joe Duffy's Spirit Level* returned as the magazine format religious programme on the fourth Sunday of each month, moving to a 5.15pm slot on Sunday afternoon from January 2010 when more listeners may be able to enjoy the programme. Among the Church of Ireland broadcast highlights this year was the 150th anniversary of Powerscourt, which was shared ecumenically and the special broadcast from St Canice's Cathedral, Kilkenny which marked the 400th anniversary of the city. The financial cutbacks present particular challenges to the scheduling of regular Sunday religious services in both television and in radio. However, the Rev Tom Gordon, together with the other denominational representatives working with the RTE staff, continue to maintain this important aspect of programming Sunday by Sunday. The additional broadcasts on religious festivals which were introduced in recent years have also been maintained. This has been achieved by working within curtailed geographical areas and the use of a mix of live and pre-recorded services which maximises the use of studios and production time. In most cases, parishes which have been invited to broadcast now undertake two broadcasts from the same venue. The Rev Tom Gordon and the RTE staff recognise the additional commitment which this involves and wish to record their deep appreciation of the support given by parishes in the present circumstances.

BBC Radio Ulster

The Broadcasting Committee welcomed the Rev Dr Bert Tosh from BBC NI as a new member this year. The BBC hosted a meeting of the Broadcast Committee in November, which was attended by Mr Mark Adair, Head of Corporate Affairs, the Rev Dr Bert Tosh and Mr Martin O'Brien, the producer of *Sunday Sequence*. Dr Tosh was able to explain to the Committee how contributors to *Thought for the Day* are allocated and noted that this was not done on the basis of proportionality to the numerical strength of the various denominations in NI. He noted that letters of complaint printed in the *Church of Ireland*

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Gazette and the *Belfast Telegraph* had underestimated the number of Church of Ireland participants. A very positive development has been the decision of the BBC to relocate its production centre for its Sunday morning religion and ethics programmes to Belfast. The Committee wishes BBC NI well in developing this new area of work on a UK-wide basis.

UTV

UTV suffered a significant setback to its public service programming in 2009, when cutbacks to the PSB services were announced. This severely limits the potential for developing religious programming at UTV and also reduces the likely volume of locally produced current affairs material. The Committee has identified pressure on the public service component of broadcasting in the UK in recent reports. This trend is not necessarily in the public interest and the Committee again draws this fact to the attention of the General Synod as a matter of concern.

Churches Media Council

The Rev Eileen Cremin attended the conference *Impact – Media shaping culture shaping faith* run by the Churches' Media Council in June 2009. The key focus of the conference was on faith and values and explored the question of whether the media shape public life, and the effect that the media has on religion. The conference looked at public service broadcasting; at the impact of gaming on society (one in three UK households bought a new games console in 2008); and the role of social networking sites. These things compete with traditional religious broadcasting. There was considerable debate around the question of whether religious organisations should get involved in the new forms of communication.

The Churches Media Council AGM considered proposals to adopt a new set of restructuring objectives culminating in the launch of a new web based initiative called 'The MediaNet' which offers a support and information network for people working in and involved in broadcasting. The annual conferences will continue to take place. The Council also asked the member bodies to consider raising the level of contributions. The Church of Ireland's financial position precluded raising the contribution at this time so the committee will continue to contribute at its existing level.

Westminster Media Forum

The Westminster Media Forum hosted a seminar that considered children's use of media and provided a fascinating insight into the very different way that children and young people use the various communications technologies for entertainment, play, exploring the knowledge world and to talk with each other. The seminar highlighted many of the moral challenges thrown up by new media and many of the speakers encouraged active engagement in these issues. The Westminster Media Forum Parliamentary Reception in 2009 focused on issues of public accountability and media responsibility again putting the need for a moral and ethical approach to public affairs to the fore of the agenda.

Technological innovation is reaching a stage where even quite young children are comfortable in the non-linear, multi-platform electronic world. The multi-platform concept means that children often use more than one communications technology at a time. The research presented at the WMF seminar indicated that most children by age 12 will have access to television, radio, print, mobile telephony, land-line telephony,

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websites, broadband-based services including e-mail, social networking sites, commercial sites and online gaming. Gaming consoles are also extensively used. Much of this content is commercially oriented rather than public service in nature, although there is a strong resistance among the user-consumer to pay for content unless absolutely unavoidable.

One of the themes emerging strongly in the seminar was that of accessibility on the basis of income with a concern that lower income families will be excluded from many products. This happens in respect of other aspects of life also, but the seminar drew attention to conflicts between the concept of an open democratic society that espouses ideals of equality and accessibility and the reality of a universal communications medium that is increasingly driven by commercial factors. Perhaps these concerns are overlaid in a year when the banking crisis has raised concerns over the capacity of a free market to deliver outcomes that favour the common good, but it is certainly an issue that should concern Christian social thinkers.

The need to teach children to analyse and evaluate on-line content was also raised and this theme of developing media literacy also featured in a consultation by Ofcom on its Revised Disability Action Plan.

A more extensive report of this seminar is contained in the Broadcasting Committee's report of Committee News in January 2010 on the Church's main website. Go to www.ireland.anglican.org then follow links for News – Committee News.

Ofcom – Revised Disability Action Plan Consultation

The Committee responded to the Ofcom consultation on its Revised Disability Action Plan. The consultation process was particularly useful, with specific opportunities provided to discuss the plan and to give face to face feedback with other stakeholders. The Rev Canon William Murphy from the Disability Working Group, who also runs the Church's Mission to the Deaf in Northern Ireland, assisted the Committee on this occasion.

In addition to encouraging Ofcom to promote education about new technologies among disabled and older people, the Committee also highlighted issues to do with representation of disabled and older people in media content and in media employment – both of which feature significant under-representation of these groups. This is important because representation of people and issues in media content tends to influence public perceptions of reality, and contribute to the marginalisation of these groups in real life.

A practical point made by the Committee related to the design of infrastructure, service connections and products related to the new technologies. These are often miniaturised, fiddly, lacking an obvious or simple means of analysing faults, and service backup is often perceived to be inadequate to producing a fast, simple solution. Broadband services are prone to failure or 'dropping away'. They do not provide the consistent reliable platform that land-line telephony currently provides for older and disabled people, who increasingly use the 'emergency button' linked to the telephone (and other services developed around the same concept) to enable them to continue living in their own homes. The Committee encouraged Ofcom to consider the importance of these services and the need for a robust, consistent platform to underpin their reliability when taking regulatory decisions about the discontinuation of older technologies. Members of Synod

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are asked to maintain their vigilance in respect of these issues and to add their voices to public debate when possible.

A further issue for both disabled and older people relates to the cost of new technologies. As more services migrate to on-line platforms, so it is necessary to know how to use them (media literacy) and to be able to afford to maintain an up-to-date communications infrastructure in the home – or for there to be public provision of such. In a period when income gaps are widening and recent economic crisis has had a negative impact on future pensions, we need to be particularly aware that disabled and elderly people need an active voice to lobby for their rights to access communications and to participate and contribute to society despite the fact that they are likely to be among the lower income groups in that society.

APPENDIX G

CHURCH OF IRELAND RESPONSE TO

MEETING THE CHARITY TEST – DEMONSTRATING PUBLIC BENEFIT



Meeting the Charity Test – Demonstrating Public Benefit

Respondent Form

Section 3 – Charitable purposes
Q.1 Do you have any comments on our guidance as regards the charitable purposes?
Q.2 Are there any purposes for which you think expanded guidance would be helpful? The description of the advancement of religion is perhaps too narrowly focused around the provision of public worship, and needs to say a little more about the public benefit that is delivered in terms of other charitable purposes as the spiritual dimension of religious faith is articulated in different ways. Typically, the advancement of religion becomes of advantage to the public through the working mission of the Church, personal relationships and through social and cultural engagement. One example of this is given, but, the advancement of religion is likely to cross-pollinate with many of the charitable purposes.
Section 4 – How will CCNI consider charitable purposes
Q.3 Do you feel the guidance is clear to enable you to consider if your constitution meets the charity requirements? Yes.
Q.4 What do you consider to be analogous or similar charitable purposes? The advancement of religion, particularly through large or long-established faith groups, tends to be closely inter-linked with other charitable purposes, such as the relief of poverty (local and global), education, healing, disability issues, equality issues and human rights, and the reconciliation of conflict and with cultural, artistic, heritage-related objectives, because of the engagement with music, buildings and liturgy. Many religions also perceive their responsibilities to God to include care and protection of the environment. Promotion of religious or racial harmony is also considered very important to many religious groups in Northern Ireland.

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Section 5.1 – Non-property distributing
Q.5 Is the guidance on the issues around distributing charitable property and the issues that it may raise in terms of charitable recognition sufficiently clear? If not, how could it be clarified? The guidance is clear.
Section 5.2 – Control of charities
Q.6 Do you have any comments on the mechanisms we have listed as indicating control?
Q.7 Are there any other mechanisms of which you are aware?
Section – 5.3 – Party political purposes
Q.8 Is the guidance on party political purposes and campaigning activities sufficiently clear? Yes.
Q.9 Are there areas where further guidance is needed?
Section 7.5 – Aspects of public benefit: Detriment
Q.10 Do you have any comment on our interpretation of ‘detriment’ as harm? The potential cost of evaluating such things may be beyond the means of charitable organizations, and there is potential for ‘nuisance’ allegations from rival groups.
Q.11 Is our approach to recognising and assessing detriment sufficiently clear? Yes.
Section 7.6 – Aspects of public benefit: Unduly restrictive conditions
Q.12 Do you have any comments on our approach to assessing undue restriction (see also Appendix 2 for further background)? As a faith-based organization, the rights of members to conscience-based views is recognized in certain equality legislation and it would be important that these rights are recognized by the Charities Authority. There is an underlying concern that some rights are valued more highly than others and that this may find expression in a denial of charitable status.
Q.13 Are the principles guiding our decision making on fees and charges clear and applicable across the charitable sector? Yes.
Section 7.7 – Deciding on public benefit
Q.14 Do you have any comments on our overall approach to decision-making on public benefit? The emphasis given to Equality legislation and rights issues in the legislation suggests that the

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Regulator anticipates difficulty arising in this respect. It would be useful to know if the Charity Commission will adopt a position that accepts diversity and plurality in society or if a homogenous philosophy will be applied to charitable purposes?
Section 8.3 – Appeals and review process
Q.15 What are your views on the appeals and review process? The process is clear and objective, but in reality only wealthier charities may be in a position to appeal a decision to the court system.
General
Q.16 Do you have any comments on the clarity, style, format and language overall in the draft guidance? The guidance is clear.
Q.17 Are the examples used clear and helpful? Are there any others you would wish to see included? It would be helpful to have some examples relating to religious charities.
Q.18 Do you wish to make any additional comments about the overall draft guidance on Meeting the Charity Test – Demonstrating Public Benefit?

All responses to the consultation document should be sent by e-mail or post to the Charity Commission for Northern Ireland at the address below to arrive not later than Friday 27 November 2009.

**Secretariat
Charity Commission for Northern Ireland
Level 4
24-26 Arthur Street
BELFAST
BT1 4GF**

Tel: 028 90515490
E-mail: admin@charitycommissionni.org.uk

APPENDIX H

STATEMENTS OF ‘CHARITABLE PURPOSE’ AND ‘PUBLIC BENEFIT’

Statement of Charitable Purpose

The principal function of the Select Vestry of the parish of _____ in the Diocese of _____ is to support the advancement of the Christian religion by promoting through the work of the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. Being open to and engaging with society as a whole and offering support for those needing help is fundamental to the practical delivery of the tenets of Christianity.

As a result of activity in pursuit of the advancement of the Christian religion, the parish has custody of a large body of records, materials and artefacts of significance to the cultural heritage, the maintenance of which is undertaken by the parish as a secondary charitable purpose.

Statement of Public Benefit

The Select Vestry of the Parish of _____ in the Diocese of _____, supports the advancement of the Christian religion and through the work of the parish and by the application of its resources, provides:

- Sacred spaces, churches and public worship in the Christian tradition
- Public religious ceremonies
- Pastoral care, evangelism and ministry
- Facilities and services which help to support and benefit the social networks of the community
- Religious education, and active involvement in the provision of general education with a Christian ethos
- Support for a better society through active promotion of community harmony and responsible citizenship
- Other activities which are carried out as a practical expression of religious beliefs, which may also be charitable and which include
- Support for the poor, the ill and the suffering
- Support for the disadvantaged and for alienated members of society
- Support for development and the relief of poverty and disease in disadvantaged areas of the world
- Promotion and maintenance of the arts through music and other media contributing to the experience of worship
- Stewardship of buildings of general architectural and historical interest
- Maintenance and upkeep of church records, materials and artefacts for the public benefit

The Church of Ireland is open to all. The mission of the Church and its support networks and activities reach out to all in a spirit of growth, unity and service.

APPENDIX I

REVIEW OF THE ROLE OF THE CHILD PROTECTION OFFICER NI

INTRODUCTION

In March 2006 the RCB approved the positions of Child Protection Officers for NI and RI subject to review by Standing Committee. A CPO NI was appointed in March 2007 with a job role description which included the following strategic and operational roles:

Strategic role

1. Developing and reviewing policy

Operational roles

2. Coordinating and delivering training at all levels
3. Providing professional advice and assessment in relation to the reporting of any child protection issue
4. Monitoring implementation of Safeguarding Trust (SGT)

(A detailed Job Description is found in Appendix 1 of this report).

In June 2009 the Chief Officer requested that the Secretary to the Board of Education NI conduct a review of the role of CPO in order to inform members of Standing Committee on the need for continuation of the position.

Review of operational role – survey

In order to assist with a review of the operational roles, a questionnaire was devised which sought responses from a limited number of individuals who had experienced direct contact with the CPO over the past two years in the above three areas of the role. It was made clear to respondents that the purpose of the questionnaire was to consider the position and not the current post holder.

(The questionnaire is found in Appendix 2 of this report)

Sample

The questionnaire was issued to a small and limited sample of: Bishops, Clergy, Diocesan Secretaries, Parish Panel members and Diocesan Support Team members. In the selection of respondents consideration was given to geographical spread across the 5 dioceses in NI and included clergy and lay members. The total sample number was 22. This was not designed as an exhaustive survey but rather as a capture of the some experiences of the CPO role over the past two years.

ANALYSIS OF RESPONSES

The following is a brief summary of responses under the following four operational aspects of the role:

1. Designing and delivering training

Those who had experienced the training provided by the CPO, rated it as either highly or fully meeting their needs. The SGT training programme for parish panels was rated either good or excellent by all respondents, and the training package for parish workers was rated good or excellent by almost all respondents. Some comments were made stressing the importance of connecting the CPO's role to diocesan and parish worker training and making training more centralised. A suggestion was made for refresher training for workers to be made mandatory.

2. Supporting parishes and dioceses take appropriate action to recognise and respond to concerns about the welfare of children

Most of the sample of respondents had occasion to consult the CPO in this regard over the past two years. All found that the support given fully met their expectation. The need for documented follow-up minutes was emphasised. Many added highly positive comments and spoke of the very professional nature of the service received with many describing it as excellent. There were some comments suggesting a need for more support in the west of the province and for more refresher training for existing panel members.

3. Monitoring implementation of Safeguarding Trust

Regarding evaluation visits to monitor the implementation of SGT, there was a range of responses. Some rated the administration 'good' while others felt it was 'adequate'. The helpfulness of the evaluation visit was most commonly rated as 4 or 5 out of 5. Most felt that the after-visit support provided by the CPO was effective. The response of sampled bishops to the idea of written reports was positive and seemed to favour an annual diocesan report of parishes visited.

4. Other comments by respondents

A number of comments were returned which reflected upon the future role of the CPO. Some noted the crucial nature of this post within the church and expressed the opinion that it must be resourced on an ongoing basis. Many referred to the excellent service provided by the present post-holder. It was suggested that opportunities might be found to make clergy more aware of the role of the CPO. Rural deanery meetings with the CPO were suggested as a possible way of keeping clergy and panels up to date with new developments. Advice on working with vulnerable adults was requested. It was also suggested that the Church develops a positive message around Child Protection stressing its advantages for workers.

CONCLUSION OF RESULTS OF SURVEY

The survey demonstrates that the CPO operational roles have been found to be vital and appear to be meeting needs and expectations to a very high level. The service currently offered has been found to be led in a highly professional manner.

The reaction to the training programme is very positive and suggests that this aspect of the role is indeed strengthening the implementation of SGT in parishes and dioceses. A need has been expressed for increased support for parish worker training in SGT. The CPO is already addressing this by training up a group of local trainers who will be available to deliver the training package in local areas. This might also help mitigate the sense of remoteness felt by some western parishes.

The effectiveness of administration of evaluation visits may require reviewing in the light of comments received. This may in part be caused by the absence of full secretarial support over much of the past year in the Board of Education.

Some parish panels have required the support or advice of the CPO following disclosure or concern of a child protection nature; all commented on the high degree to which that support met their expectation. In the past two years there have been some challenging cases and concerns brought by clergy and panels to the CPO for advice; the high levels of satisfaction noted indicate the value that clergy and panels place on the service provided by the CPO.

REVIEW OF STRATEGIC ASPECTS OF THE ROLE OF CPO NI

The CPO job description has a strategic role in developing and reviewing policy. These include:

1. To review and develop SGT guidelines in the light of changing legislation and guidance from other agencies.
2. To develop policy and practice and assess risk
3. To liaise with insurer and to advise in relation to the programme
4. To undertake research and further development of child protection issues for central church bodies as appropriate.

The CPO was asked to provide a short summary of her activity over the past two years. Her report is provided as Appendix 3 and includes a report on strategic aspects of the role.

Comments by the Secretary of the Board of Education on the strategic aspects of the role:

- The need to review SGT in the light of changing legislation is vital and ongoing. A most significant development of the policy will be required from 2010 as the Safeguarding Vulnerable Groups NI Order is commenced. This will introduce a new **Vetting and Barring Scheme** requiring all who have close contact with children and vulnerable adults to be registered with the Independent Safeguarding Authority. The Scheme will require adaption of our SGT recruitment procedures, modifying the supporting documentation, training of panel members, and further resourcing of the Access NI administration in the Board offices. Crucially the new legislation will extend current requirements for the church's work with children to include vulnerable adults. The Board is currently conducting a survey of parishes in order to assess demand for the checking services of the Board and the need for training.
- **The management of risk** is another developing area of child protection within which the church will require to gain expertise. A number of rectors have received disclosures from individuals with convictions for sexual offences against children who wish now, following the completion of their sentence, to become part of the worshipping congregation. In order to provide advice to clergy in these circumstances the church needs to develop a policy for working with offenders, with appropriate guidelines. This challenging work will require risk assessment and close working with the PSNI and NI probation service.
- If a case of a serious nature arises where criminal action or Church disciplinary procedures have to be instigated following disclosure of abuse having been committed by a member of the clergy or other church worker, the required reporting to the statutory authorities would necessitate an investigation/facilitation role on behalf of the Church. This would require information gathering and fact-checking as well as liaison with the PSNI, Social Services, AccessNI, CPOs in other jurisdictions, bishops and individuals/families affected by the abuse. This role needs to be clarified and added to the CPO role description as it is not explicitly part of the current role description.'

All of the above additional work will require the Church to be led by a professional child protection officer who will be willing to become skilled in new and developing areas of child protection and working with vulnerable adults. Some of the strategic roles of the CPO will overlap with aspects of role of the Secretary of the Board. The Secretary will continue to have a responsibility for overseeing the work of the CPO and providing a strategic direction to the work of the Board.

CONCLUSION OF REVIEW

In 2006 the role of Child Protection Officer was new and untried. After three years the role has developed and become embedded as a service within the church. Its importance has been shown by this small survey, to be absolutely vital. It would be unthinkable now not to have such a support for bishops, clergy and parish panels, particularly given the high profile that child protection has within public life and in the media. The Church of Ireland must by reason of its calling and public responsibility offer the highest standard of care for all the children within its ministry – child protection must be one of our top priorities. It is imperative that this post of CPO is continued with some adjustment to current roles made on the basis of the above discussion.

A further important aspect of the role of CPO is to present a challenge function to the church – many churches in the past have been found not to have dealt with child protection concerns with the paramountcy of the welfare of the child as a first principle. A professional social worker leading this work brings objectivity and enables the Church to be much more accountable for the standards of care provided in our parishes.

This review has highlighted a number of areas where the CPO role may need developed, these include:

- risk assessment of offenders in church;
- new roles arising from advancing legislation, eg Safeguarding Vulnerable adults and the Vetting and Barring Scheme;
- an investigative / facilitation role for cases of a serious nature;
- further development of training programmes for panels and workers.

The review also highlights the need to address administrative resources to meet the demands of supporting these new areas of work within the office of the Board of Education.

APPENDIX 1

CPO NI Job Description

Strategic Roles

1. Developing and reviewing policy

- To review and develop the *Safeguarding Trust* guidelines, subject to the approval of the Standing Committee of the General Synod, in the light of changing legislation and guidance from other agencies
- To develop policy and practice to assess and manage risk
- To liaise with insurers and to advise in relation to the programme
- To undertake research and further development of child protection issues for central church bodies as appropriate

Operational Roles

1. Designing and delivering training

- To coordinate and/or deliver training to clergy and parish panel members in *Safeguarding Trust*
- To assist clergy and parish panels to understand and implement the *Safeguarding Trust* guidelines
- To coordinate the training of the Diocesan Support teams or trainers and further develop their training and evaluation roles.
- To develop child protection support within each diocese

2. Supporting parishes and dioceses taking appropriate action to recognise and respond to concerns about the welfare of children

- To advise rectors and panel members on child protection queries
- To advise bishops on child protection matters within their dioceses
- To ensure appropriate supports are in place for rectors / panel members during and following a child protection enquiry
- To keep a record of concerns reported by bishops / rectors / panel members

3. Monitoring implementation of the code

- To oversee the programme of parish *Safeguarding Trust* evaluations
- To monitor the implementation of *Safeguarding Trust* in parishes and assist bishops and diocesan councils review implementation

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4. Forging links with statutory organisations and other bodies

- To develop links with Social Services, Police, Probation Service and others in the Health and Voluntary sector
- To liaise with the child protection officers of other churches
- To liaise with the Volunteer Development Agency and the DHSS&PS
- To help prepare for the possibility of accreditation

5. Providing reports for the Board of Education (NI)

- To present *Safeguarding Trust* progress reports to the Board of Education (NI)
- To devise and maintain an annual budget for *Safeguarding Trust* functions to the Board of Education (NI)

APPENDIX 2

BOARD OF EDUCATION NI

REVIEW OF THE POSITION OF CHILD PROTECTION OFFICER FOR NI (CPO NI)

Questionnaire issued to limited sample of: Bishops, Clergy, Diocesan Secretaries, Parish Panel members and Diocesan Support Team members.

INTRODUCTION

In March 2006 the RCB approved the positions of Child Protection Officers for NI and RI subject to review by Standing Committee. The review of the CPO NI is due in November 2009 and this questionnaire is being circulated to a sample of: Bishops, Clergy, Diocesan Secretaries, Parish Panel members and Diocesan Support Team members to help evaluate the role.

Please note that **the purpose of this questionnaire is to consider the position** and not the current post-holder – this will be undertaken internally by the RCB as employer. It may be that the future role needs to be modified in the light of responses and we therefore value your thoughts about this important resource for the church.

Designing and delivering training

1. Have you experienced any training delivered by the Board of Education NI since March 2007?
Yes / No [If you answered ‘No’, please move on to question 5.]
2. How much did the training meet your needs? [1=less than fully , 5 fully]
1 2 3 4 5
3. How would you describe the design of the Safeguarding Trust training programme for Parish Panels? (Please circle as appropriate)
inadequate adequate satisfactory good excellent
4. How would you describe the effectiveness of the training package provided for parish workers?
inadequate adequate satisfactory good excellent
5. Thinking broadly about training needs, which aspects of training require to be developed in your view?

Supporting parishes and dioceses take appropriate action to recognise and respond to concerns about the welfare of children

6. How often have you required the advice / support of the Child Protection Officer (CPO) in the past two years?

Never once, twice, more than twice
(Please circle as appropriate)

[If you answered 'Never' please move on to question 8]

7. How much did that support meet your expectation? [1=less than fully , 5 fully]

1 2 3 4 5

8. Have you any views on how the child protection support service could be improved?

Monitoring implementation of Safeguarding Trust

[Questions 9-12 for Clergy and Parish Panel members only]

If your parish received an evaluation visit by one of the diocesan support teams in the last two years please answer the following questions. [If you received no visit please move on to question 12]

9. How would you describe the administration of that visit?

inadequate adequate satisfactory good excellent

10. How would you describe the helpfulness of that visit? [1=not very, 5 = very helpful]

1 2 3 4 5

11. Did you find that there was effective support during and after the visit to enable you to implement Safeguarding Trust in your parish? Yes/ No

12. Have you any comments to make about how the Board of Education can help you implement Safeguarding Trust better?

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[Questions 13-14 for Bishops only]

13. Would you like to receive written reports from the CPO following evaluation visits, assessing the implementation of Safeguarding Trust in parishes your diocese? Yes / No

14. If you answered 'Yes' to question 13, how frequently would you like reports provided for you? (Please circle)

termly

annually on a needs basis

And finally,

15. In your view, is there any additional role required of the CPO in future to enhance implementation of Safeguarding Trust in your parish / diocese?

16. Have you any further comment to make which may be of assistance in reshaping the role of the CPO or reviewing the priorities of the tasks assigned to the role?

APPENDIX 3

Summary report of the work of CPONI Since May 2008

1. Developing and reviewing policy

- May – June 2008 Introduction of 2008 edition of Safeguarding Trust manual
- Series of (2) information events in each diocese and distribution of new Safeguarding Trust manuals
- Preparation for introduction of Vetting and Barring Scheme in 2010 – changes to legal definitions and legislative requirements
- Consideration of the need for policy in relation to vulnerable adults to comply with changing legislation
- Working to develop policy in relation to sex offenders in church

2. Designing and delivering training

- Designing new Safeguarding Trust training programmes
- Training of new ordinands and incumbents annually
- Training of Theological Institute students annually
- Implementation of new two-part model of training for panel members
- Training of parish panel members – 10 training sessions with approximately 25 panel members per session
- Training of parish workers – 10 training sessions with 25 – 30 workers per session
- Training of workers in mission agencies – 3 training sessions
- Training of Jump interns
- Advising rectors, panel members, workers and various groups on all aspects of Safeguarding Trust and its implementation
- Providing an annual training event for Diocesan Support Team members
- Recruitment and training of local Safeguarding Trust trainers

3. Supporting parishes and dioceses taking appropriate action to recognise and respond to concerns about the welfare of children

- Advising rectors, panel members and workers on child protection issues
- Advising bishops on child protection issues
- Offering support/advice/guidance to bishops/rectors/panel members during and following child protection enquiries
- Maintaining records of reported concerns

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- 4. Monitoring implementation of the code**
 - Preparing the annual evaluation lists – 70 parishes evaluated 2008-9
 - Advising rectors of the evaluation visit and process of evaluation
 - Liaising with the diocesan support team members (25)
 - Reviewing evaluation reports, responding to the parishes and providing support/information/advice where required
 - Advising diocesan secretaries and bishops of issues relating to implementation

- 5. Forging links with statutory organisations and other bodies**
 - Developing and maintaining close links and working relationships with Social Services, NSPCC, PSNI, Probation Service, AccessNI and other statutory, voluntary and community organisations
 - Founding member of inter church child protection group
 - Maintaining contact and liaising with the Volunteer Development Agency
 - Maintaining status as Keeping Safe trainer – partnership between VDA and Belfast Trust

APPENDIX J

**RCB LEGAL ADVICE REGARDING
CIVIL PARTNERSHIP CEREMONIES AND CELEBRATIONS**

The Honorary Secretaries have requested the advices of the Legal Department in relation to the following:

‘In the case of a rector and select vestry who would find it difficult to grant the use of a hall to a same sex couple who wish to celebrate their union, where do they stand in civil law (both North and South), and if a civil action were to be taken against the rector and select vestry, would the rector and select vestry be able to avail of the offices of the RCB Legal Department to defend them on the grounds that refusal was on the basis of the fact that granting the use of the hall would have compromised their conscientious objection to same sex marriages in principle?’

There is a distinction between the holding of a civil partnership ceremony on premises belonging to the parish and the holding of a reception to celebrate a civil partnership. For completeness, both issues have been dealt with.

Northern Ireland Position

A civil partnership may only be solemnised in a Registration Office or another place approved by the local registration authority. In order to become an approved place under the Civil Partnership Act 2004 (‘the 2004 Act’) the consent of the owner of the property is required. It would therefore not be possible for persons entering into a civil partnership to hold the civil partnership ceremony on parish property without the consent of the vestry first being obtained. The vestry is not legally obliged to issue its consent to becoming an approved place under the 2004 Act. The 2004 Act also provides that no religious service is to be used while the registrar is officiating at the signing of the civil partnership schedule and it would therefore not be possible for persons entering into a civil partnership to argue they are entitled to hold their ceremony in a consecrated church with a minister officiating at the ceremony.

In relation to the holding of a reception to celebrate the civil partnership, the Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006 (‘the 2006 Regulations’) states it is unlawful for any person concerned with the provision (for payment or not) of goods, facilities or services to the public or a section of the public to discriminate against a person because, among other grounds, of their sexual orientation. Discrimination may take the form of refusing or deliberately omitting to provide a person with goods, facilities or services or by refusing or deliberately omitting to provide a person with goods, facilities or services of the same quality, in the same manner and on the same terms as would be offered to heterosexuals.

The following are examples of the facilities and services referred to in the 2006 Regulations:

- (a) Access to and use of any place which members of the public are permitted to enter;
- (b) Facilities for education;

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- (c) Facilities for entertainment, recreation or refreshment;
- (d) Facilities for transport or travel;
- (e) The services of any profession or trade.

It should also be noted that it is unlawful for a person with the power to dispose of any premises to discriminate against another in the terms on which he offers them those premises or by refusing his application for those premises. This would include the terms and conditions on which a parish leases or sells property.

There is an exemption set out in the 2006 Regulations which states that it shall not be unlawful for an organisation or for anyone acting on behalf of, or under the auspices of such an organisation, to restrict the provision of goods, facilities and services in the course of activities undertaken by the organisation if the restriction is necessary to comply with the doctrine of the organisation or so as to avoid conflicting with the strongly held religious convictions of a significant number of the organisation's members. This exemption also applies to letting or sale of premises owned and controlled by the organisation. An organisation for the purpose of the 2006 Regulations is one whose purpose is:

- (a) to practice a religion or belief;
- (b) to advance a religion or belief;
- (c) to teach the practice or principles of a religion or belief;
- (d) to enable persons of a religion or belief to receive any benefit or to engage in any activity within the framework of that religion or belief.

It would be a matter for a parish to invoke the exemption as a defence to proceedings issued by a person who felt he had been discriminated against. The parish would bear the burden of proof which would mean that the parish would have to provide evidence which would justify the denial of the provision of the goods, facilities, services, on the grounds that the denial was necessary to comply with the doctrine of the Church or so as to avoid conflicting with strongly held religious convictions of a significant number of the members of the Church of Ireland. The invocation of the exemption is not a clear cut defence and the facts of each case will be examined on its merits. The cost implications of defending an action would also have to be considered. In proceedings issued under the 2006 Regulations, the court would be involved in a balancing exercise between the right of a religious organisation to manifest its beliefs and the individual's human right to be treated equally. The Court would question whether the denial of the goods or services was really necessary to comply with the doctrine of the organisation or so as to avoid conflicting with the strongly held religious convictions of a significant number of the religion's members.

It is considered that if the parish is offering the facilities of a parish hall for couples to hold a wedding reception then the refusal to allow civil partners to similarly celebrate their union in the parish hall *may* amount to an actionable claim of discrimination. In order to be in a position to defend any refusal, a parish would have to prove that it had to refuse the goods or services in order to comply with the doctrine of the Church or so as to avoid conflicting with

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the strongly held religious convictions of a significant number of Church of Ireland members. It is considered that this defence *may* be severely weakened by the fact that it is not the civil partnership ceremony itself which the parish is refusing to allow on parish property but rather a reception for a civil partnership.

If it is the case parish property is not offered as a venue at all to any members of the public, regardless of their sexual orientation, then this would be simply pointed out to persons seeking to hold a reception for their civil partnership in the same way it would be pointed out to any other members of the public.

Republic of Ireland

As is the situation in Northern Ireland, a civil partnership as proposed under the Civil Partnership Bill 2009 (which has not yet been enacted into law) may only be solemnised in a Registration Office or other place approved by the local registration authority. In order to become an approved place, the consent of the owner of the property is required and thus it would not be possible for persons entering into a civil partnership to hold the ceremony on parish property without the consent of the parish first being obtained and this consent would not have to be forthcoming.

Under the Equal Status Acts 2000 to 2008, it is unlawful for any person concerned with the provision (for payment or not) of goods, facilities or services to the public or a section of the public to discriminate against a person because, among other grounds, of their sexual orientation. This is the same as the position in Northern Ireland.

A *service* is a facility or service (of any nature) including facilities for entertainment, recreation or refreshment; cultural activity; transport or travel; or a professional trade or service. This list is not exhaustive and a broad view of what constitutes a service is taken by the Equality Tribunal. Unlike Northern Ireland, there is no defence that discrimination was necessary in order to comply with the doctrine of the Church or so as to avoid conflicting with the strongly held religious convictions of a significant number of the religion's members. There is an exemption in relation to providing religious goods and services but this would not be applicable here as the premises belonging to the parish would not be provided to the public for a religious purpose in connection with a civil partnership.

The Equal Status Acts 2000 – 2008 also state that there can be no discrimination in relation to leasing or selling a property and the position is similar to that in Northern Ireland. There is an exemption where premises or accommodation are reserved for religious purposes but this exemption would not be of relevance in circumstances where a property is offered to or used by members of the public for a purpose other than a religious one.

If a vestry did refuse to allow a couple to use parish premises solely on the basis of their sexual orientation, then it would be open to that couple to bring a claim of discrimination before the Equality Officer. It *may* be difficult to defend such a claim as there are no exemptions set out in the Equal Status Acts 2000 – 2008 permitting such discrimination. The

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legal costs associated with defending such a case, together with the costs which may be awarded to the party claiming discrimination, could be substantial. The Equality Officer has no power to make an order for costs so even in circumstances where a parish were successful the parish will probably have to pay its own costs.

In the event that a parish is contacted by a couple wishing to celebrate a civil partnership in a property vested in the Representative Church Body, the Legal Department would be available, if requested, to assist the parish when dealing with the query.

Legal Department, February 2010

APPENDIX K

HARD GOSPEL IMPLEMENTATION GROUP INTERIM REPORT

The Hard Gospel Implementation Group met with the Honorary Secretaries of the General Synod, the Archbishops and Bishops, the Director of the Theological Institute and the Church of Ireland Youth Department and received submissions from, among others, the Rev Canon Doris Clements and the Rev Paul Hoey. After six months, the Working Group reviewed progress made against the proposals in the report *Living with Difference, A Reality Check*. It was agreed that considerable progress had been made by the Theological Institute in developing an elective module on Reconciliation, which was taken by all of the Ordinands in the current academic year. The Honorary Secretaries reported on the efforts to explore different times of meeting and ways of conducting business in the General Synod and the efforts to bring greater flexibility to times and places of meetings to meet the needs of volunteers within the committee system. Greater use has been made of teleconferencing and electronic media to enable wider participation in committee work. The Working Group has identified enhancing the participation of younger people and of women in the structures of the Church at all levels as significant issues to be addressed and plan to make recommendations on this on the basis of pilot projects and research that is currently being undertaken. The legacy of the Hard Gospel Project is proving a valuable resource to our Church at every level, in learning to live positively with difference. The Working Group applied to the Standing Committee in January 2010 to review its terms of reference to enable it to work more effectively to facilitate progress by the various parts of the Church. In future, the Working Group will conduct a six-monthly review and will report with recommendations to maintain the dynamic of progress in this area.

APPENDIX L

HISTORIOGRAPHER'S REPORT

2009 saw the publication of *St Patrick's Cathedral, Dublin: a history* (Four Courts Press, edited by John Crawford and Raymond Gillespie). The Dean's foreword to the volume describes it as very much a companion volume to the history of Christ Church Cathedral, Dublin, published by Four Courts Press in 2000 and both volumes owe much to the late Michael Adams of that publishing house, as indeed does the Church of Ireland itself. Under Dr Adams's aegis, Four Courts Press made an immense contribution to the historiography of the Church of Ireland, and has continued to do with the publication in November 2009 of *The proctor's accounts of the Parish Church of St Werburgh, Dublin, 1481-1627* (edited by Adrian Empey, Four Courts Press and the Representative Church Body Library). Two titles in the 'Maynooth studies in local history' series (general editor Raymond Gillespie, and both published in 2009) have relevance for the student of the church: Kenneth Milne, *The Dublin liberties 1600-1850*, in which the cathedrals figure prominently, and Ciarán Priestley, *Clonsilla and the rebellion of 1798*, which draws on parish records.

The Dublin cathedrals also feature in Barra Boydell and Kerry Houston, *Music, Ireland and the seventeenth century* ('Irish musical studies 10', Four Courts Press, 2009). Furthermore, articles relating to aspects of the history of Christ Church appear in *Dublin in the medieval world: studies in honour of Howard B. Clarke* (edited John Bradley, Alan J. Fletcher and Anngret Simms, Four Courts Press, 2009). These deal with, amongst other topics, an examination of the western cloister (Stuart Kinsella), Christ Church as a blueprint for other Augustinian buildings (Michael O'Neill), religious guilds as they appear in the accounts of the Holy Trinity Guild (Raymond Gillespie) and the cathedral's late medieval relics (Raghnall Ó Floinn).

A contribution to our understanding of the general history of the Church of Ireland is provided by Oliver P. Rafferty's *The Catholic Church and the Protestant State: nineteenth-century Irish realities*, especially by a chapter on disestablishment (Four Courts, 2008).

Other dioceses have featured in the publishers' lists. The Representative Church Body Library brought out the twelfth in its 'Registers' series, *Register of the cathedral of St Fin Barre, Cork, 1753-1804* (edited Alicia St Leger) and in the invaluable series of revisions of Canon JB Leslie's succession lists, Columba Press have published *Clergy of Meath and Kildare* (revised, updated and edited by WJR Wallace). A major development in lay ministry has been addressed by George Leckey, *Reader ministry in the Church of Ireland* (Church of Ireland Publishing, 2009).

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The diocese of Cashel held in July 2009 a conference to commemorate the life and achievements of one of its most remarkable archbishops, Charles Agar, the event including a paper by Dr Anthony Malcomson, whose highly-regarded biography of that prelate appeared in 2002. Malcomson's more recent *Virtues of a wicked earl: the life and legend of William Sydney Clements, 3rd earl of Leitrim (1806-78)* contains, as might be expected, much of interest to the church historian, as does Malcolm Macourt's *Counting the people of God: the census of population and the Church of Ireland* (Church of Ireland Publishing, 2008), 'the first specific study of the inquiry into religion in the Irish census ... focussing on the Church of Ireland'. Archbishop Whately received long-overdue credit for his contribution towards providing Ireland with a poor law in Peter Gray, *The making of the Irish Poor Law, 1815-43* (Manchester University Press, 2009). Wartime letters collected by Bishop Arthur Barton of Kilmore, later Archbishop of Dublin, are the subject of Susan Hood's 'Letters from the Western Front', in *Irish Archives: journal of the Irish Society for Archives* (vol. 16, Winter 2009).

Several titles of particular local history have appeared. They include Peter Harbison's 'Some old illustrations of St Doulagh's Church, Balgriffin, Co. Dublin', in *Medieval Dublin IX* (2009, edited Seán Duffy); RW Chambers, *St Patrick's Church, Castle Archdale* (2008); Gordon McMullan, *The story of Saint Martin's Church and the Southern Church Mission to Ballymacarrett* (2008) and 'Michan: saint, cult and church' by Emer Purcell in the Clarke festschrift already referred to.

Kenneth Milne
November 2009

APPENDIX M

INTERCHANGEABILITY OF MINISTRY WORKING GROUP – INTERIM REPORT

The Group has had two meetings at which it has considered in some depth the challenge posed not least by the Covenant Council to find a way forward in relation to this issue which has textured Anglican/Methodist relations over many generations. It recognises that there is a missiological imperative to make progress within a reasonable timeframe and that the fruitful outworking of the existing Covenant relationship demands courageous yet theologically principled action. We also acknowledge the responsibility and sensitivity of our task – this is an issue concerning which there are significant fears and inhibitions on both sides of the discussion and which if not happily addressed at this stage will perhaps have to be put aside for yet another generation.

It is widely recognised that key features of the historic three-fold ministry can be discerned, although to different degrees and in varying ways, within our two Churches. It is also acknowledged that in both contexts the exercise of personal, collegial and communal episcopate can be readily recognised. For the Church of Ireland – let us be honest – a mutual experience of some form of personal episcopacy (arguably not quite the perfect word of course) is likely to be the greatest catalyst for progress although it is indeed dangerous to get prematurely impaled by difficult matters of terminology and the actual manifestation of any such oversight may be significantly different in style from what we consider familiar at present. We would wish to explore how the existing acknowledged oversight of the Methodist Conference might be for certain purposes focussed in one or more individuals, and we would affirm our understanding that as such personal oversight is a matter of order rather than merely of function, it is an office to which duly appointed individuals need to be admitted for life.

We feel that courageous progress requires an avoidance of any form of ‘pilot’ scheme or taking refuge in the kind of mutual participation in one another’s ordinations that is superficially comforting and affirming but lacks any great clarity as to intention. In this matter a clear goal has to be identified and pursued with passion – without any subliminal inclination to backtrack. That goal should probably be a federal arrangement between the Churches, where our ministries are fully interchangeable subject to normal disciplines of appointment and licensing, but where at least for the foreseeable future there is no agenda of formally ‘merging’ our Churches constitutionally. (We recognise of course that there is likely to be some measure of internal constitutional adjustment to make possible the way forward we are inclined to envisage).

We feel there is existing potential within Methodism to identify individuals whose personal roles in relation to order and oversight might, without breach of principle or unnecessary compromise, be readily exercised and indeed enriched if such persons could be called, in the name of the Methodist Conference and of the wider Church, to exercise that ministry in a form consonant with a generous and sympathetic understanding of the historic episcopate.

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This last term is used as a desired basis for unity much as it is used in the Lambeth Quadrilateral itself, and mindful of how it has with a measure of plasticity served the cause of unity in other countries where difficulties relating to interchangeability of and convergence within ordained ministry have already been addressed. How in our setting such people might be brought within that understanding is not for us to define precisely at this stage. Such persons would need to be afforded the most generous and effective recognition within the Church of Ireland itself in a way that would perhaps go beyond mere hospitality and the Church of Ireland would also need to be open to receiving from Methodism great and transforming gifts in relation not least to evangelism and social action. In such areas mutual rediscovery of the potential of the diaconate could prove very helpful. It should be stressed that if by this means a route emerges to eliminate current difficulties in relation to future ordination practice, then all existing priests and ministers of both traditions should be fully and mutually accepted as being within the order of the presbyterate. In pursuing any vision such as this there will inevitably be interim anomalies, themselves in fact potentially creative.

Before we can make any more concrete recommendations to the Standing Committee in an area concerning which we feel deeply, we feel that both courtesy and common sense demand that our group explores humbly and attentively together with the similar group in the Methodist Church what may be regarded by both as possible and desirable. To talk of these matters other than openly in the presence of our Covenant Partners will be to remain less than fully informed; it could also spawn misunderstanding. We therefore request the Standing Committee to request the Covenant Council in turn to facilitate such conversation and in the aftermath of it we would hope to present a further report in the reasonably near future.

We wish to acknowledge that while the historic episcopate is very important to us (in a way we acknowledge that we have not always assisted our Methodist friends to grasp readily), it is a sign rather than a guarantee of the succession of the people of God in the apostolic faith. It is a sign which in our polity is considered necessary, effective and firmly rooted in ancient practice but we also affirm and celebrate the continuity in faith and order which is corporately represented by the Methodist Conference. If we are to have a ministry which is truly interchangeable, it must in the future be seen to derive its authority from both these strands of apostolic continuity. In many ways this reality is already glimpsed in our own ordination rites and prayers, where the action of a bishop is needed, but so also – indispensably so – is the affirmation and the Amen of the people of God. Our conversation with our Methodist Covenant Partners now needs to focus on how we can all with a shared intention and a common longing to strengthen the Church's mission, proclaim our AMEN as we celebrate each other's ordinations.

APPENDIX N

INTERCHANGEABILITY OF MINISTRY WORKING GROUP REPORT

Rt Rev MAJ Burrows
Rev SE Doogan
Very Rev NK Dunne
Rt Rev KR Good
Mr SR Harper

Rev FJ McDowell
Very Rev SM Patterson
Rev PA Thompson
Miss CS Turner
Ven REB White

The Interchangeability of Ministry Working Group met in May 2009 to consider the implications of discussion at the General Synod regarding the issue of interchangeability of ministry. The Working Group decided that in order to make further progress, it would be important to establish a direct relationship with the Methodist Church's parallel Working Group.

In June 2009, the Interchangeability of Ministry Working Group presented an interim report to the Standing Committee. The Standing Committee subsequently resolved that the Interchangeability of Ministry Working Group should continue its work with its counterpart group in the Methodist Church with the authority and encouragement of the Standing Committee. A joint meeting was held in December, with a further meeting in February 2010.

The joint meeting began to identify the agreed points and also those issues which are currently unresolved. The unresolved issues include theological points of understanding, notably the manner in which personal episcopate is, or could be manifested in, both churches without compromising the best traditions of either as well as some practical matters. However, in February, the two groups produced a set of agreed principles which focus on the aspects of progress that has been made. These are set out at the end of this report. A key to this is the close relationship in terms of office and function between Church of Ireland Bishops and the Presidents/Past Presidents of the Methodist Church.

Both groups agreed that the unresolved issues would require time to explore and to discern the right way forward for both Churches. However, there was also great warmth and a strong inclination to maintain forward progress within the framework of the Covenant.

There are also several areas of developmental ministry work that are common to both Churches and the joint meeting agreed that there would be mutual benefit in sharing more deeply on these issues. Both Churches are of course convinced that any interchangeability of ministry must have its tangible outworking in the strengthening of both Methodists and Anglicans for mission.

APPENDIX O

**AGREED PRINCIPLES
FROM THE METHODIST AND CHURCH OF IRELAND WORKING GROUPS
ON THE INTERCHANGEABILITY OF MINISTRY**

We reaffirm that we discern personal, communal, and collegial episcopate in each of our denominations and that all three expressions of episcopate are essential to the polities of our traditions.

We have discerned consonance between the office and function of Presidents and Past Presidents of the Methodist Church in Ireland and in the office and function of Bishops in the Church of Ireland based on the current doctrinal understanding and ecclesiology of both Churches.

We affirm the collegial participation of at least three persons, who express the office and function of Episcopal ministry, in the act of dedication of a new President and in the consecration of a Bishop and the communal affirmation of the action by the People of God.

Common features of the act of dedication/consecration in the two Churches are prayer, the laying on of hands, the presentation of the Bible and vesting.

To enable us to recognise more fully the expression of episcopate in each of our Churches it is necessary to embrace the mutual participation of the President of the Methodist Church in Ireland or Past Presidents in the consecration of Bishops in the Church of Ireland and the participation of Bishops of the Church of Ireland in the installation and dedication of a President in the Methodist Church in Ireland.

Accepting the principle of such mutual participation has been the key to achieving substantial agreement on how to bring about the full interchangeability of ministry. Certain practical actions will also be necessary

We recommend that full proposals be brought forward to the General Synod and to the Methodist Conference in 2011.

These should include a date from which there will be:

- Mutual involvement in the consecration of Bishops and dedication of Presidents.
- Consequential interchangeable ministry.
- Mutual celebration and affirmation of the presbyteral ministry of all of those ordained in both Churches, including those duly ordained in the past.

This development does not circumscribe the relationship each of our Churches may have with other Christian traditions.

A duly ordained presbyter/priest of either Church may administer Holy Communion in the other Church according to either rite or ceremony.

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A presbyter/priest of one covenanting church ministering in the context of the other will be treated as being within the order and discipline of that Church as well as within the order and discipline of their own Church.

Practical implications

Appropriate mutual participation in ordinations to all forms of ministry will be normative.

A practical implication of our learning with each other would be the affirmation and renewal of the diaconate.

Bishops of the Church of Ireland welcome Presidents and Past Presidents of the Methodist Church in Ireland as sharing in their order and ministry.

The Conference of the Methodist Church in Ireland will likewise welcome Bishops of the Church of Ireland.

APPENDIX P

INTERIM BOARD FOR SOCIAL THEOLOGY IN ACTION

The Rt Rev Dr Michael Jackson (Church in Society)
Mr Sam Harper (Honorary Secretary)
Rev Kenneth Hall (Church in Society)
Very Rev Gordon Wynne (Church in Society)
Rev Canon David Catterall (Board of Social Responsibility RI)
Mr George Glenn (Board of Social Responsibility RI)
Mr Walter Pringle (Board of Social Responsibility RI)
Rev Judith McGaffin (Board for Social Action NI)
Mr Ian Slaine (Board for Social Action NI)
Mr Robert Stinson (Board for Social Action NI)

BACKGROUND

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 fulfil their part of that vision.

The Board for 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 was 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 was 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.

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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 counselling 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 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 applying, 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

In March 2009, the three parent bodies, through their shared working group, requested that the Standing Committee consider 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 for 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.

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APPOINTMENTS

The General Synod 2009 appointed the following to serve on the Interim Board for Social Theology in Action:

The Rt Rev Dr Michael Jackson (Church in Society)
Mr Sam Harper (Honorary Secretary)
Rev Kenneth Hall (Church in Society)
Very Rev Gordon Wynne (Church in Society)
Rev Canon David Catterall (Board of Social Responsibility RI)
Mr George Glenn (Board of Social Responsibility RI)
Mr Walter Pringle (Board of Social Responsibility RI)
Rev Judith McGaffin (Board for Social Action NI)
Mr Ian Slaine (Board for Social Action NI)
Mr Robert Stinson (Board for Social Action NI)

The first meeting of the Interim Board met on 8th June 2009 and after several other meetings a sub committee was appointed to hold a ‘workshop’ on 9th November 2009.

WORKSHOP

Those present at the workshop were:

Rev Kenny Hall (Chairman)
Rev John McDowell (Hon. Secretary)
Mr Walter Pringle
Rev Judi McGaffin
Canon David Catterall
Mr Robert Stinson
Very Rev Gordon Wynne
Mr Eugene Gallagher (Facilitator)

Introduction

The Rev Kenny Hall welcomed people to the workshop, and opened the proceedings with prayers. He then gave a background to the workshop and said that the purpose of today was to look at options for streamlining the work of the Church in Society, the Board for Social Responsibility (RI) and Board for Social Action (NI). He also said there was a need to consider the role of and future governance arrangements for the limited company known as the Board for Social Responsibility (NI), which is currently part of the Board for Social Action (NI). Concluding his opening remarks he said that the aim was to seek to streamline the work of the various constituent bodies within an agreed organisational framework.

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Approach to Workshop

Ground rules were established for the workshop, including honesty, candour, a willingness to value each other's contribution, aim to deliver outcomes, which had theological underpinnings and practical out workings in diocese and parishes. It was also accepted that there needed to be collective ownership of the tasks and the outcomes. The point was made that there needed to be clarity in terms of the outcomes and the implications of the outcomes for various constituent parts of the overall system.

Some time was taken to explain the current roles and responsibilities and governance arrangements of the existing committees. Information was also given in relation to the membership of the various committees.

As part of the opening session, it was emphasised that a number of factors needed to be taken into account in the discussion on future organisational arrangements. Chief amongst those factors were:

- The need to recognise the contribution of the existing committees
- The need to build in continuity of membership where appropriate and possible to do so
- The need to ensure that the new arrangements had the capacity to cope with the breadth and depth of the collective agenda facing the church in the area of social action
- To ensure that the work of the previous committees was built upon
- To ensure that the new arrangements incorporated environmental, ecumenics and Christian social action as well as work in the spheres such as political and European issues and legislation

As discussion developed, reference was made to notes of previous meetings and in particular to the report on restructuring proposals set out in the book of reports for the General Synod dated 2009.

Issues/options considered

It was re-emphasised that it would be important to acknowledge and build on the history, culture and contributions of the current committees, with the aim of creating a single set of arrangements which will represent the contributions of all and the objectives of the wider programme into the future. It was also accepted that it would not be possible to find a 'perfect fit' between every aspect of how things were previously done. There was agreement that the common ground was to find the right organisational arrangements for taking forward the programme for social action and inclusion.

Mission Statement

It was acknowledged that there would be a need to communicate clearly to all stakeholders the reasons for and benefits of the change. Part of the communication arrangements would be to create a mission statement which clearly described the *raison d'être* of the new organisational arrangements. Through the coming together of the various committees, there was an

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opportunity to take forward the work in a more cohesive way and in a way which delivered on the core objectives of:

- Existing and new social work (proactive)
- Social action (the project work that is taken in response to need)
- Theological and social comment and research

The sentiments underpinning the mission statement were expressed in the following words:

- To further the ministry of the church
- To reflect the Church of Ireland's own mission statement of growth, unity and service
- Relevance
- To address people's needs within the circumstances they face
- To be outward facing and practical

It was agreed that those present at the workshop would reflect on the words and sentiments listed above, and would attempt to construct a short mission statement for further consideration by the Interim Board.

Once the mission statement was developed and agreed, it would form the basis for drawing up the objectives for future work programme of the new Board. Once those objectives were developed, a communication strategy could be put together to ensure that the mission statement and objectives were effectively disseminated to all relevant stakeholders, the challenge then would be to 'live out' the mission statement and deliver on the objectives set.

Options Considered

There were two broad options considered in terms of the new organisational arrangements, namely:

- 1 A confederated approach, building on the report on restructuring set out in the book of reports to the General Synod 2009
- 2 A more federal approach to the new organisational structure, in which existing committees would remain broadly as they are and would come together in one overarching committee.

After debate in which a series of issues and concerns were articulated, there was unanimous agreement that option 1 was the way to proceed.

FURTHER DISCUSSION ON WORKSHOP DOCUMENT

The Interim Board for Social Theology in Action agreed the following points on 13th January 2010.

- That the new Board for Social Theology in Action would consist of ten members, one of whom would be a bishop and another of whom would be an Honorary Secretary. The Archbishops of Armagh and Dublin and the Chairperson of the Board for Social Action (NI) General Purposes and Finance Committee would hold *ex-officio* positions on the committee.
- That a description of the role of committee member for the new Board for Social Theology in Action would need to be put together.
- That an advertisement inviting people to make an expression of interest in joining the Board for Social Theology in Action be placed, upon approval of the Standing Committee, in *The Church of Ireland Gazette*.
- That the Interim Board for Social Theology in Action should attempt to recruit an equal number of clergy and laypeople to the new Board for Social Theology in Action.
- That the new Board for Social Theology in Action would be free to release statements in the name of the committee but for statements to be recognised as official statements of the Church of Ireland they would have to be submitted to the Standing Committee for ratification.
- That the limited company of the Board for Social Action NI would continue to operate as it has done, at an ‘arm’s length’ from the Board for Social Theology in Action.
- That the General Purposes and Finance Committee of the Board for Social Action NI would report no less than once a year directly to the Standing Committee.
- That the Interim Board shall recommend to the Standing Committee that it should close down the Board for Social Action NI, the Board for Social Action RI and the Church in Society Committee from the day preceding the next General Synod.
- The committee noted that the work of the Interim Board would have to be concluded at its next meeting so as to be in a position to report to the March meeting of the Standing Committee and to have its proposal and proposed resolutions ready for submission in the *Book of Reports* for General Synod 2010.

FINAL MEETING

At the final meeting on 15th February the Interim Board for Social Theology in Action drew up and agreed an Appointments Procedure, areas of work to be responsibility of board and a Terms of Reference.

1. APPOINTMENT PROCEDURE

The Interim Board for Social Theology in Action agreed that any members of the Interim Board who wish to apply for membership of the new Board would leave the room as this item was discussed.

The Interim Board agreed that the new Board for Social Theology in Action would require members to have certain general skills, areas of knowledge and areas of special interest. The Interim Board listed the required skills below:

General Skills

Prospective members of the Board:

- must be self-starters
- must have the capacity to self-motivate when faced with adversity
- must have the capacity to motivate
- must be able to set objectives and tasks
- must be able to implement general strategy at a local level
- must be able to communicate
- must have the ability to manage a team
- must have the ability to work as part of a team
- must have the ability to see sustainability
- must have the ability to work in partnership with those outside the Church

Areas of Knowledge

Prospective members of the Board must have knowledge of:

- the Church of Ireland, its structures and how it operates
- social issues
- the role and position of the clergy
- parishes, its structures and how they operate
- community outreach
- theology
- what the responsibilities of the Board for Social Theology in Action will be
- to whom the Board for Social Theology in Action will be accountable

Special Interest

Prospective members of the Board must have experience in at least one of the following areas:

- The environment
- Ecumenics
- Political and European issues
- Law
- Health and social care
- Medical ethics
- Finance
- Public relations
- Information technology

The Interim Board for Social Theology in Action agreed that the following appointments procedure would be utilised:

- An interview panel, comprised of an archbishop, a bishop, an Honorary Secretary and the Chair of the General Purpose and Finance Committee of the Church of Ireland Board for Social Responsibility (NI), will be established.
- The closing date for expressions of interest is Friday 19 February 2010.
- On Tuesday 23 February 2010 a request will be sent to all applicants to send a copy of their *curriculum vitae* and two references to the Synod Office to be received no later than Monday 15 March 2010.
- All applicants will be invited to attend an interview on Tuesday 13 April in Church of Ireland House, Dublin.
- The interview panel will convene at 9.00am on Tuesday 13 April.
- The first interview will be at 10.30am on Tuesday 13 April.

2. AREAS OF WORK TO BE RESPONSIBILITY OF BOARD

The Interim Board for Social Theology in Action agreed that the new Board for Social Theology in Action should be allowed to research, identify and implement its own areas of work.

The Interim Board for Social Theology in Action did, however, recommend that the new Board should begin with an overnight meeting. This would enable the new Board to introduce the members to each other and to decide on what preparatory research would be necessary. The Interim Board recommended that on day two of this event that representatives from the existing diocesan boards for social responsibility be invited to attend the meeting to explain the works that are already being carried out at diocesan and parish levels and also to discuss what may be required going forward. For dioceses that do not have an active board for social responsibility, the Interim Board suggested that the bishops of those relevant dioceses should be invited to nominate a person to attend.

3. TERMS OF REFERENCE FOR BOARD

Name: Board for Social Theology in Action

Membership:

- A Bishop
- An Honorary Secretary
- 8 Members
- Archbishops (*ex-officio*)
- The chairperson of the General Purposes and Finance Committee of the Church of Ireland Board for Social Responsibility (NI) (*ex-officio*)

Structure:

- The Board shall consist of *ex-officio* and appointed members
- The *ex-officio* members shall be:
 - (a) the Archbishops
 - (b) the chairperson of the General Purposes and Finance Committee of the Church of Ireland Board for Social Responsibility (NI)
- A bishop nominated by the archbishops and bishops
- An Honorary Secretary nominated by the Honorary Secretaries
- 8 members appointed by Standing Committee after:
 - (a) responding to an advertisement inviting people to make an expression of interest
 - (b) supplying a CV and references
 - (c) being interviewed and deemed as a suitable candidate for nomination
- That the following appointments procedure would be utilised:
 - (a) An interview panel, comprised of an archbishop, a bishop, an Honorary Secretary and the Chair of the General Purpose and Finance Committee of the Church of Ireland Board for Social Responsibility (NI), will be established.
 - (b) A closing date for expressions of interest is set.
 - (c) A request will be sent to all applicants to send a copy of their *curriculum vitae* and two references to the Synod Office.
 - (d) All applicants will be invited to attend an interview.
 - (e) Names deemed suitable will be submitted to Standing Committee.
 - (f) Standing Committee will make final decision and appointment members.
- The original committee formed in the year 2010 to serve for two triennia and then all stand down for reselection. If reselected they may serve another term.

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Mission Statement:

To be drawn up by the new board and submitted to Standing Committee for approval.

Function:

- That the new Board for Social Theology in Action is proactive and 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.
- That the new Board for Social Theology in Action is reactive and would respond to reports and documents and would be free to release statements in the name of the board but for statements to be recognised as official statements of the Church of Ireland they would have to be submitted to the Standing Committee for ratification.
- Areas of interest (not exhaustive) - The Environment, Ecumenics, Political and European issues, Legislation, Health and Social Care and Medical Ethics.

Relationship to other bodies:

- That the limited company of the Board for Social Responsibility NI would continue to operate as it has done, at an ‘arm’s length’ from the Board for Social Theology in Action.
- That the new Board for Social Theology in Action seeks relationships with other boards, committees, working groups at central Church level and with the wider Church.

Governance

- That the new Board for Social Action look at governance issues and draw up guidelines to be submitted to Standing Committee for approval.

THANKS AND GOOD WISHES

On completion of this report this committee has completed its task and therefore no longer exists. The membership of the Interim Board for Social Theology in Action wish to acknowledge with grateful thanks all those who were past and present members of the Church in Society Committee, the Board of Social Action (NI) and the Board of Social Responsibility (RI) for their time, expertise and valued contributions.

THE FUTURE

The membership of the Interim Board for Social Theology in Action look forward to seeing the working out of this new structure - a smaller ‘slim-lined’ approach which will be more cost effective and hopefully more productive in the days and years ahead. We extend our best wishes to those who will be appointed to serve on the new board.

APPENDIX Q

MEISSEN COMMISSION MEETING SEPTEMBER 2009 REPORT

A meeting of the Meissen Commission was held at Whalley Abbey, Diocese of Blackburn, from 17th-21st September, 2009, chaired by the Bishop of Croydon, the Rt Rev Nick Baines. The Commission is a joint Church of England and German Protestant Church (Evangelische Kirche in Deutschland, EKD) body, but has an observer representing the three Celtic Anglican Churches. It is my privilege to fulfil this role for the current five-year period.

The Meissen Commission exchanges information about developments in the two Churches and promotes co-operation, mutual understanding and partnerships. Some of the issues covered at the Whalley Abbey meeting will be highlighted here.

The years 2008 to 2017 are being observed in the EKD as a Luther Decade, leading to the 500th anniversary of the Luther's posting of his theses on the church door in Wittenberg. Each year is being devoted to a different Reformation theme. This programme presents an opportunity for the EKD to assert itself and highlight its witness in a growingly secular German society. Allied to this is a current reform process in the EKD, in which the Church is seeking to re-structure in the light of a decline in active Church membership. Part of this process is the intention to amalgamate 'Landeskirchen' (regional Churches), reducing the total number from 23 to between 8 to 12. A new three-fold focus on mission, preaching and liturgy is a fundamental part of the reform process as the EKD seeks renewal. The EKD brings together Lutheran, Reformed and United (Lutheran/Reformed) regional Churches in a national Church.

The 10th July, 2009 500th anniversary of the birth of Calvin provided an opportunity for the predominating Lutheran Churches of the EKD to learn about the Calvinist tradition and for the dispellings of what Professor Michael Weinrich, a member of the Meissen Commission, described as 'negative to even slanderous prejudices based on distortions and perversions introduced in the times of the Reformation'. It was reported to the Commission that the uptake of Calvin 500 material indicated great interest both in the EKD and in wider German society.

The Commission spent an afternoon at Blackburn Cathedral, focusing on interfaith issues. Under the responsibility of Canon Chris Chivers, the Cathedral has a special interfaith ministry, engaging with the Muslim community. Anjum Anwar MBE, a Muslim woman, was the first Muslim to be brought into a Cathedral staff in the Church of England - she works with Canon Chivers in the Dialogue Development Programme. In the evening, the Commission considered interreligious challenges facing the Church of England and the EKD in a session led by Archdeacon Michael Ipgrave. He identified four areas of particular concern: radicalisation, the oppression of women in Muslim communities, 'being separate' and Muslim schools. Archdeacon Ipgrave indicated the difficulty of knowing precisely what is happening within different religious communities. He spoke of the Church's approach to interfaith relations in terms of 'presence, engagement and hospitality'.

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A special presentation on the study process leading to the centenary conference, ‘Edinburgh 2010’, was given by Dr Kirsteen Kim, who identified certain changes of perspective over the past century, such as from ‘kingdom’ language to ‘spirit’ language, from a centralized to a ‘polycentric’ world-view, and from universalism to pluralism. In discussion, members of the Commission felt that there was a need to bring insights from the Edinburgh 2010 process to bear on the Meissen agenda and relations between the Church of England and the EKD.

In considering the future of the Meissen Commission, the outgoing German Co-Chair, Bishop Johannesdotter, recalled how the Meissen Agreement had signalled a mutual commitment in life and witness and growth together to visible unity. He emphasized that while the Agreement had led to regular meetings of the Commission, conferences, co-operation and exchanges/partnerships, the two Churches should not be satisfied with a ‘minimum’. The incoming German Co-Chair, Bishop Weber, who has been heavily involved in Lutheran-Roman Catholic dialogue, said that there needed to be a greater awareness of what has actually been achieved in ecumenism. Equally, however, he called for a focus on those things that have not been possible. There was a need for a strategic approach to promoting practical joint-work, Bishop Weber said, and he also called for the Meissen Commission itself to engage in more in-depth reflection.

Other agenda items, which are recurring topics at the Commission’s meetings, were updates on partnerships, the Meissen Library at Durham, the teaching of German history in England, and wider ecumenical structures in Europe.

The Commission attended Eucharist services in a local parish where a Lutheran pastor has been ministering for several years. He celebrated Holy Communion according to the Church of England’s liturgy and it was explained to us that Church of England ecumenical canon law permits this on condition that it is made clear that the Eucharist is in fact a Lutheran Eucharist. Similar arrangements are possible involving clergy of other Churches. The Commission attended Evensong on the Sunday in Blackburn Cathedral, when the preacher was Dame Mary Tanner. The Bishop of Blackburn kindly entertained the Commission to an evening reception at the Bishop’s House.

Ian M. Ellis
2nd October, 2009

APPENDIX R
PARISH DEVELOPMENT WORKING GROUP
REPORT 2010

MEMBERSHIP

Rev D Bain	Rev R Jackson
Mrs B Barrett (Administrator)	Mr AC McElhinney
Rev WKM Brew	Mrs C O’Laoire
Rt Rev KH Clarke	Mr J Tyrell
Rev DP Hoey (Chairman)	Rev AM Wilkinson

The twenty-five parishes, from across the Church of Ireland that were accepted to be part of the Church21 Parish Development Programme are currently just over the half-way stage of the two-year process.

The framework for the Church21 journey looks something like this:

- *The Team Together Day* which sets out to give an outline of the process and to encourage the parish team members to think about their role.
- A six-session preparation course designed to help the parishes identify their key areas for 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 designed to help parishes to identify clear priorities for the future and to develop an action plan for implementing them.
- A Follow-up Day for parishes to share their stories and to identify what will help them keep motivated for development.

In practice, each parish approaches the task in a slightly different way and there is flexibility within the programme to allow for that.

Given that each parish had a different starting point, the Working Group is encouraged at reports of what is being achieved. In some cases, that is quantifiable in terms of specific new initiatives that have been started as a result of the process. In others, the progress is more easily, but no less commendably, identified by pointing to such things as a greater sense of shared decision making, an increased atmosphere of prayer or a sense that settings goals for the future is not just a helpful thing to do but is essential if spiritual progress is to be made.

In each case, the parish’s facilitator is encouraging the development of a clearly expressed vision and working with the parish team to formulate an action plan to enable the vision to be implemented over a period of time.

The Working Group, out of its reflection on the first Church21 Programme, recognised how vital to the process is the part played by the parish teams and has, accordingly, tried to offer more ongoing support and encouragement to those team members. The addition of an extra event, a *Team Together Day*, at the early stage of the process, and a regular email *Reflection* offering practical ideas and encouragement, are examples of how this support is being offered.

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Another key part of the programme is the guiding role played by the parish facilitators, a group of seventeen men and women who give freely of their time to work alongside the parish teams to ask key questions, share stories, and offer an external perspective, all with a prayerful and scriptural focus. The facilitators came together several times, before and during the programme, to avail of training and to share resources and experience.

The parishes and their facilitators have been encouraged to give feedback at each stage of the journey. Comments on the Team Day, the Preparation Course and the Church21 Conference indicated that participants found them mostly very helpful and extra comments suggesting improvements will be helpful to those planning any future programmes.

In many ways the Church21 Conference, held last September, is seen as the showcase for Church21. Again, Rev Ian Coffey made a hugely helpful contribution as keynote speaker, bringing the right balance of challenge and assurance to parishes standing on the verge of a new venture of faith. The mix of clear teaching, shared experience, and space to reflect and engage with God and each other, seemed to offer participants the motivation to move forward. An undoubted highlight for many was the experience of worship, led by Mrs Carolyn O’Laoire and Ballyholme Parish Music Group in a variety of forms, from Taize to Iona, in the beautiful chapel. And the evening with the Wicklow Gospel Choir was simply unforgettable.

A new and improved website (www.church21.org) has been set up and is being added to regularly.

In addition to the website the Working Group has sought to share some of the stories and ideas emerging along the way through the distribution of the Church21 Newsletter to every parish.

None of this would be possible without the commitment of the members of the parish teams. It is encouraging to hear many stories of how parish team members are stepping up to the line in terms of leadership, often in ways that are taking them beyond personal comfort zones.

Towards the end of 2009 the Church21 Administrator Mrs Annette McGrath stepped down in order to take up a full-time post in the diocese of Down and Dromore. The members of the Working Group and all the Church21 participants are grateful to Annette for the flair and commitment she brought to the programme. Since Mrs Brigid Barrett took up the post she has made her own stamp on it and we are fortunate to be able to benefit from her many skills.

God’s ideas, not just good ideas; this is what Church21 seeks for every parish. That we would have a clear and compelling vision, borne out of a real sense of listening to God and to one another; and that we would then have the courage to step out in faith and make it become reality; this is our aim. We have a bit further to go before we get there but we’re on the way. We’re definitely on the way. And we’re discovering that journeying can be as exciting as arriving.

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APPENDIX S

PRIORITIES FUND

INCOME AND EXPENDITURE ACCOUNT	Year ended 31 December	
	2009 €	2008 €
INCOME		
Contributions from dioceses	595,581	376,826
Contributions from individuals	-	5,000
Deposit interest	2,914	13,891
Dividend income	31,392	42,609
Miscellaneous income	-	2,100
	<u>629,887</u>	<u>440,426</u>
EXPENDITURE		
Administration expenses		
Salaries and PRSI	23,129	23,026
Organiser's and Committee expenses	2,938	5,292
Printing and stationery	3,604	2,874
Postage and photocopying	1,278	1,200
Miscellaneous and transfers	2,498	2,452
	<u>33,447</u>	<u>34,844</u>
Grants and loans		
Ministry	131,635	64,705
Retirement benefits	3,612	2,080
Education	219,494	79,954
Community	97,430	69,672
Areas of need	24,871	59,081
Innovative ministry	20,313	-
Outreach initiatives	68,686	86,291
	<u>566,041</u>	<u>361,783</u>
Total expenditure	<u>599,488</u>	<u>396,627</u>
Surplus before currency exchange	30,399	43,799
Currency movement for year	21,472	(60,659)
Surplus / (deficit) for the year	<u>51,871</u>	<u>(16,860)</u>

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PRIORITIES FUND

FUND ACCOUNT	Year ended 31 December	
	2009	2008
	€	€
CURRENT ASSETS		
Cash in bank	181	107
Cash on deposit	623,916	572,727
	<u>624,097</u>	<u>572,834</u>
CURRENT LIABILITIES		
Loan for Priorities Fund purposes	(16,760)	(16,760)
PAYE/PRSI	(4,119)	(4,097)
	<u>(20,879)</u>	<u>(20,857)</u>
INVESTMENTS		
Investments held by RCB in trust at cost	657,924	657,294
NET ASSETS	<u>1,261,142</u>	<u>1,209,271</u>
FUNDS EMPLOYED		
Balance at 1 January	1,209,271	1,226,131
Surplus / (deficit) for the year	51,871	(16,860)
Balance as at 31 December	<u>1,261,142</u>	<u>1,209,271</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 2009. 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 2010

APPENDIX T

**The 53rd Session of the United Nations Congress on the Status of Women (UNCSW)
The 1st International Anglican Women's Network (IAWN) Conference**

IAWN was held in the Desmond Tutu Centre at the General Theological Seminary in New York, from 22nd to 27th February, 2009. This was the first formal conference of IAWN which is the global voice of Anglican woman in the worldwide church. Its vision is to be a bold and prophetic voice for Anglican women throughout the Communion and in the wider world. Thirty Provinces were represented.

During the 5 days, we looked at the role, funding, issues and priorities of IAWN. Our conclusions listed the top 5 priorities that should be addressed by the church over the next 5 years.

- Violence against women, girls and boys
- Extreme poverty
- Gender equality in the church
- HIV/AIDS, malaria and TB
- Gender budgeting

Our Agreed Resolutions from the conference, and to be presented at the Anglican Consultative Council (ACC) meeting in Jamaica, in May, are:

1. That the ACC accepts the IAWN report, commends IAWN for its work, and encourages it to continue to advance women's issues in church and society.
2. That the ACC acknowledges the importance of including women in decision making and requests ACC to encourage the implementation of ACC resolution 13/31 across the Anglican Communion.
3. That the ACC unequivocally supports the elimination of all forms of violence against women and girls, especially trafficking.
4. That the ACC recognizes the importance of equal allocation of financial resources to fulfill the gospel imperative in our communities and therefore recommends implementing the principles of gender budgeting.

The Anglican Consultative Council (ACC) was once again, the largest Non-Governmental Organization (NGO) attending the annual UNCSW, held at the United Nations in New York, from 2nd to 13th March, 2009. Each Province of the Anglican Communion was invited to send a delegate and the majority of them did. These ACC delegates were joined by members of the Anglican Women's Empowerment (AWE) of the USA, making a total of over 100.

The UNCSW advocates for gender equality and advancement of women. Its annual meetings evaluate progress towards those goals, identifies challenges yet to be met, and formulates policies and standards for meeting those goals. Over 5000 NGOs and Government representatives attended the Congress this year.

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The UNCSW priority theme was

The equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS.

The Review theme was

Equal participation of women and men in decision-making processes at all Levels.

And the Emerging theme was

Gender perspectives of the financial crisis.

The ACC delegates were under the leadership of Hellen Wangusa, Anglican Observer to the UN and her personal assistant/secretary/deputy, Martha Gardner. The two weeks were very intense, with much reporting, discussing, listening, sharing. Not only were we expected to attend the Plenary Sessions in the UN building but also Parallel Events, hosted by NGOs from all over the world, in the UN and UN Church Center (UNCC) In the evenings and at weekends we had Group meetings with Ms Wangusa in the Episcopal Church Center (ECC).

Plenary Sessions took the format of keynote speakers, followed by country reports from government officials and discussions/questions from the floor. These were informative and interesting. Some of the many whom I listened to were the President of the Economic and Social Committee of the UN, who spoke fervently about implementing the Millennium Development Goals, improving global public health, education, and gender equality; Shahra Razavi of the UN Research Institute for Social Development on the Key Policy Initiatives on the CSW theme; Dr. Lyn Collins, UN population Fund on Gender Perspectives and implementing the MDGs. Ms Dibba, director of the Economic Community of West African States and Gender Development Centre, who spoke about the high poverty rates, inequalities, stigmatization, and the disastrous impact of HIV/AIDS on women and girls. The Australian Minister on the Status of Women spoke at length on different aspects of violence against women, while others spoke about the effects of the Global Economic Crisis and its effect on women. We were told how women experience horrific violence in conflict and post-conflict situations, their bodies used as tactics to wage war and to inflict maximum trauma through rape, abduction, abuse, trafficking, sexual slavery and enforced pregnancies. We heard about micro-economics and macro-economics. The General Secretary of the UN, Ban Ki-moon, addressed us and reinforced his commitment to the elimination of violence against women. Forty-six countries had government officials present, including Ireland. Many made statements, but not Ireland as there was no Minister was present.

Parallel Events that I attended included

Equal Sharing of Responsibilities, hosted by The Women's World Peace Federation
Human Rights and Home-based Care, Women in Law and Development in Africa
Refugees, Asia Pacific Women's Watch

Men's Responsibilities and Ending the demand for Sex Trafficking, UNANIMA

Rights of Women living with AIDS, Center for Reproductive Rights

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Vulnerabilities in unpaid work, Urban Justice Center
Shariah Law and Promoting Women's Right, National Council of Canadian Women
Women, HIV/AIDS and Poverty, International Health Awareness Network
Empowering the Girl-Child, ACC
How man can act against violence against women, Human Lactation Center
Equalities in inheritance, Lawyers without Borders
Sharing the Caring, The MU from Mary Sumner House

The Salvation Army, Ecumenical Women, The Bahai International, OXFAM, Human Rights Watch, The Methodists, International Alliance of Women, UNIFEM , Girl Scouts were some of the many NGOs who hosted events.

The ACC delegates began, prior to the CSW, with 2 days of reporting from our Provinces, on the themes, in relation to our Governments and Churches. We heard heartbreaking and encouraging stories, stories about lack of commitment from the Church. We were encouraged by the initiatives taken by women's groups in many countries, - India, Madagascar, Uruguay, Mexico, South Africa, Tanzania, Japan, Scotland, Pakistan and the Philippines. The MU played a significant role in many of these initiatives and many of the delegates were leading members. Later we were divided into Regional groups and given specific topics to cover in depth. Europe, Canada and USA were in one group and our topic was 'HIV/AIDS - immigrants and indigenous groups'.

At the end of the 2 weeks, each of the 5 regional groups wrote a report and all were collated to form a statement that would be issued to the Primates, and to the ACC May meeting in Jamaica. One whole Saturday was spent at a 'Worldcafe' form of discussions, in a church hall. This innovative means of involving each individual resulted in a broad spectrum of opinions which would be used in the ACC recommendations to the UNCSW and ACC. It was evident from all our listening and discussing that gender stereotyping is a major hindrance in moving ahead and needs to be addressed by clear action throughout the world. Work must be done with men and boys as well as women and girls to address harmful societal norms and practices. We were especially concerned about the slow implementation of the Millennium Development Goals (MDGs), their relation to gender equality and the resulting increased suffering of women and girls that is further exacerbated by the HIV/AIDS pandemic.

We, as an Anglican group, ask churches across our Communion to examine how they can champion the equality of men and boys, and women and girls, particularly with regard to care-giving.

Worship formed an integral part of both conferences. Morning Prayer, midday Eucharist and Evening Prayer, in the beautiful old chapel in the General Theological Seminary, was led by students and lecturers. Each morning of UNCSW, worship was held in the UN Chapel, organized by Christian women from around the world. It was varied but related to the themes of the Congress. All the worship helped us to focus on our themes and inspired, enabled and sustained us through the long days of listening, learning, discussing, advocating and sharing. I

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was honoured to be asked to organize and lead the first morning's worship for the Anglicans. We also had an Opening and Closing Eucharist in the Chapel at the ECC, as well as other daily services there. Our final Eucharist was organized by ACC members, in 8 languages.

The Presiding Bishop of USA, Katharine Jefferts Schori, took time out of her hectic schedule to speak to us as the ACC delegates. She was encouraged by the way some women and men were pushing the boundaries around gender roles in order to be able to offer their gifts and to share the burden and the grace that comes with care-giving.

The Suffragan Bishop of New York Diocese hosted a dinner for the Anglican delegates at which many were thanked and rewarded for their contributions during the year. Martha Gardner, personal assistant to Hellen Wangusa, received a standing ovation for her work in preparing all that was necessary for the ACC delegates to attend, and for her guiding and caring of them, during the 2 weeks of UNCSW.

Throughout both conferences there was a sense of renewed energy, commitment and urgency to the furthering of equality for women, and, for the Anglicans, a renewed sense that the Church should be leading the way in this, rather than lagging behind.

It was a privilege and honour to represent the Church Of Ireland at the IAWN Conference, as our Provincial Link, and also at the 53rd UNCSW, as the ACC delegate from Ireland. I thank Hellen Wangusa for the invitation to attend UNCSW, Kim Krobey, Director of Women's Ministries of the Episcopal Church USA (ECUSA), for sponsoring my flight and my accommodation at IAWN. Lastly, I thank the Primate and the Standing Committee for electing, and sponsoring, me at UNCSW, and for having confidence in me to represent our country.

Doris Clements, Tuam, Killala & Achonry

APPENDIX U

WORKING GROUP ON DISABILITY REPORT

Membership

Rev 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. DISABILITY ACCESS AUDIT

At the request of the Honorary Secretaries, the document *Opening Doors – 2006 Audit of Disabled Access* was sent to each of the Diocesan offices for information and with a request that each diocese should confirm the figures contained in the report.

3. DISABILITY AWARENESS SUNDAY

This is the sixth such Sunday in the Church of Ireland calendar. This year a sermon and prayers were sent to all parishes in the Church of Ireland to help them celebrate *Disability Sunday* on the third Sunday in November. Again the evaluation of the event was positive, with requests for more information and resources to be sent to parishes in future years.

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.

5. FUTURE WORKING

Since its formation by Standing Committee in 2005 the Working Group has continuously tried to raise the awareness of the whole Church to issues relating to people with a range of disabilities.

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In order for this to continue to be relevant and appropriate to the ever-changing needs of our society in general the working group chair met with the Honorary Secretaries and have set out a skeletal work plan that they will develop and which will include:

- Modification of terms of reference to reflect the need to be proactive as well as reactive and to encompass the principles of growth, unity and service
- A detailed 3-year rolling work plan
- A call for new Working Group members
- A mapping exercise to other Church committees ensure that the outworking of the work plan are deliver by the right person in a timely and effective way
- Education of ordinands and continuing ministerial education for ordained clergy
- A communication strategy
- As well as consolidating the work on physical disability and sensory impairment, development work in the area of learning disability should be prioritised

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APPENDIX V
STANDING COMMITTEE
RECEIPTS AND DISBURSEMENTS ACCOUNT

	Notes	2009 €	2008 €
RECEIPTS			
Representative Church Body		758,033	900,403
Deposit Interest	2	12,854	27,854
Royalties Fund Income		22,252	30,329
Grants/Contributions		90,920	121,785
Adjustment to Opening Balances		(2,083)	-
		881,976	1,080,371
DISBURSEMENTS			
Ecumenical and Anglican Organisations	3	144,146	136,882
Central Communications Board	4	127,147	166,006
Grants Paid to Church Organisations		101,123	51,444
Church of Ireland Marriage Council		11,346	11,886
Royalties Fund Expenditure		66,777	7,390
The Church in Society		5,350	21,497
The Hard Gospel		37,132	237,930
Safeguarding Trust		7,938	18,524
		500,959	651,559
EXPENSES			
Facilities provided by RCB		279,906	393,635
General Synod Expenses	5	33,377	45,762
Miscellaneous Expenses	6	52,222	28,980
		365,505	468,377
Surplus for year		15,512	(39,565)
Refund excess allocation to RCB		(152,280)	(85,260)
Balance 1 January		701,424	888,292
Currency translation adjustment		8,850	(62,043)
		573,506	701,424
FUNDS EMPLOYED			
Cash on Deposit	7	573,506	701,424

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ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Receipts and Disbursements Account for the year ended 31 December 2009. 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 2010

Notes to the Accounts

1. Foreign currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2009, €1 = £0.8881 (2008: €1 =£0.9525).

	2009	2008
	€	€
2. Deposit Interest		
- Royalties Fund	12,495	25,444
- The Hard Gospel	359	2,410
	<u>12,854</u>	<u>27,854</u>
	<u><u>12,854</u></u>	<u><u>27,854</u></u>
3. Ecumenical and Anglican Organisations		
- Anglican Consultative Council	52,892	55,500
- Churches Together in Britain and Ireland	22,805	21,263
- Irish Council of Churches	20,178	18,266
- Irish Inter-Church Meeting	9,843	8,910
- Irish School of Ecumenics	10,550	10,000
- World Council of Churches	8,840	6,987
- Conference of European Churches	7,882	5,874
- Delegates' expenses (travel/conferences)	11,156	10,082
	<u>144,146</u>	<u>136,882</u>
	<u><u>144,146</u></u>	<u><u>136,882</u></u>
4. Central Communications Board		
- Press Office	109,886	145,494
- Broadcasting Committee	901	3,388
- Internet	12,745	11,256
- Liturgical Advisory Committee	3,615	5,868
	<u>127,147</u>	<u>166,006</u>
	<u><u>127,147</u></u>	<u><u>166,006</u></u>

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	31 December	
	2009	2008
	€	€
5. General Synod Expenses		
-Venue and Facilities	33,377	45,762
	<u>33,377</u>	<u>45,762</u>
	<u><u>33,377</u></u>	<u><u>45,762</u></u>
6. Miscellaneous Expenses		
- Parish Development Working Group	1,196	7,833
- Working Group on Disability	30,604	3,198
- Publications & Printing	7,804	5,891
- Honorary Secretaries' expenses	10,302	8,971
- Porvoo Communion	1,016	711
- Historiographer's Expenses	1,300	1,200
- Minor expenses of committees	-	1,176
	<u>52,222</u>	<u>28,980</u>
	<u><u>52,222</u></u>	<u><u>28,980</u></u>
7. Cash on Short Term Deposit		
- Royalties Fund	502,206	603,962
- Hymnal Revision	1,450	1,352
- Other Account Balances	69,850	96,110
	<u>573,506</u>	<u>701,424</u>
	<u><u>573,506</u></u>	<u><u>701,424</u></u>

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GENERAL PURPOSES FUND

INCOME AND EXPENDITURE ACCOUNT	Year ended 31 December	
	2009	2008
INCOME	€	€
Interest and Dividends	1,110	1,513
Ven E Colvin Bequest	24	33
Refund Episcopal Elector's Expenses	-	387
	<u>1,134</u>	<u>1,933</u>
EXPENDITURE		
Equipment	824	-
Episcopal Electors' Expenses	-	387
	<u>824</u>	<u>387</u>
Surplus for year	310	1,546
Balance 1 January	34,901	33,351
Currency translation adjustment	11	15
Balance 31 December	<u>35,222</u>	<u>34,912</u>
FUND ACCOUNT		
Investments	18,494	18,494
Cash	16,728	16,418
TOTAL NET ASSETS	<u>35,222</u>	<u>34,912</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2009, €1 = £0.8881 (2008: €1 = £0.9525).

ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Income and Expenditure Account and the Fund Account for the year ended 31 December 2009. 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 2010

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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 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 – resigned
November 2009)
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 will conclude its responsibilities prior to the General Synod 2010 in conformity with a resolution of Standing Committee January 2010:

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. An Interim Board was established in June 2009 and the Interim Board recommended a new structure to the Standing Committee in January 2010, which included the proposal to stand down the existing Board of Social Action, the Board of Social Responsibility RI and the Church in Society Committee. The Committee wrote to the Honorary Secretaries to request that consideration be given to how the Church might manage those aspects of the Committee's business which will not be included in the remit of the new Board for Christian Social Action.
2. Among the responsibilities that will now revert to the Honorary Secretaries for attention as they are not embraced in the new structure are the maintenance of 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. Other aspects are responses to legislative consultations that do not fall within the remit of the Board for Christian Social Action and some of the issues to do with Europe.

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 2009/2010, the Church in Society Committee completed the following work:

Statements

Working Group on Europe issued a statement concerning the forthcoming Lisbon Treaty Referendum in conjunction with other Churches of the ICC. **Appendix A**

Consultations and meetings

Social Justice and Theology (Northern Ireland) Rev Kenny Hall attended a meeting of the Victim's Commissioners on 23rd April, regarding a review of Trauma Advisory Panels.

Social Justice and Theology (Northern Ireland) Working Group made a submission on women prisoners to the Rev WS Nixon, the Chaplain at Hydebank Women's Prison in Belfast, who acted as Convenor of this consultation.

The Medical Ethics Working Group Response to the General Medical Council End of Life Consultation in July 2009. **Appendix B**

The Medical Ethics Working Group responded to a consultation by the Irish Hospice Foundation on palliative care: Text of letter on advance directives and palliative care sent to Irish Hospice Foundation **Appendix C**

The Medical Ethics Working Group response to Consultation on palliative and end of life care strategy by the Department of Health, Social Services and Public Safety NI. **Appendix D**

Commissioner for Older People Consultation Response - Rt Rev Dr MGStA Jackson
Response to: olderpeoplescommissioner@ofmndfmi.gov.uk **Appendix E**

Legislation and Politics Working Group NI reported that it had held a meeting with Dr Alasdair McDonnell, MP, MLA for South Belfast who is interested in forming a Churches-Political Parties consultative group at Stormont. The Committee was enthusiastic about the proposed development and encouraged active engagement with the idea which could allow a voice for the Churches at the Northern Ireland Assembly.

Briefing to Standing Committee on issues relating to conscience-based exceptions in respect of EU equality law and national equality legislation, with particular reference to the Civil Partnership Bill RI. **Appendix F**

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The Medical Ethics Working Group was represented by Dr Rory Corbett at the *God and Bioethics* conference held on Saturday 18th April, in the University of Maynooth.

The Ecological and Environmental Working Group attended a meeting hosted by Minister for the Environment, Heritage and Local Government, Mr John Gormley T.D. prior to the Copenhagen UN Climate Conference in December. The Group was represented by Ms Fiona Murdoch supported by Mrs Janet Maxwell of the Synod Department and raised points regarding accessibility of the low carbon economy to all income groups, the necessity of maintaining support for vulnerable communities on a global basis, the need to have a national dialogue on nuclear power and other sustainable alternatives to carbon based fuels. Without losing focus on international environmental issues, the group stressed the importance of developing a low carbon economy at home, in such a way that those on lower incomes are not continuously disadvantaged either by their inability to buy in to new technologies, or by bearing an unfair share of carbon-related taxes as a result of not being able to afford low-carbon alternatives. Related to this is the need for fairness and proper planning of service infrastructure, more effective rules to provide housing stock that meets energy efficiency goals, public transport and education.

The Ecological and Environmental Working Group also re-issued a response to an enquiry regarding the Church's policy on waste reduction in schools, churches and other church property. **Appendix G**

Publications

The European Affairs Working Group circulated a pamphlet on the European Elections, drawn up by the Church in Society committee of the CEC (Council of European Churches).

The Social Justice and Theology (Republic of Ireland) Working Group established a group to consider the need for a restoration of trust in society following the economic collapse and the collapse of trust in religious institutions and political institutions. An initial reflection is forthcoming - *Restoration of Trust* – in time for General Synod 2010.

Other

The Social Justice and Theology (Republic of Ireland) Working Group continues to work on questions relating to the travelling community. Its chairperson represents the Church of Ireland in the Racial Justice Network of Churches Together in Britain and Ireland. The Group gives thought to how better to communicate theologically significant help to the church at large on social engagement.

The Medical Ethics Committee received a paper on HIV in Africa from Mr Dermot O'Callaghan (September 2009)

APPENDIX A

STATEMENT ON THE SECOND LISBON REFERENDUM BY THE CHURCH OF IRELAND EUROPEAN WORKING GROUP SEPTEMBER 2009

- The members of the group urge voters to consider carefully the changed context in which Ireland finds itself following the rejection of the first referendum, and in the light of the Declarations of the European Council. These guarantees provide that Ireland will keep a commissioner, will remain in control of our own tax rates, will retain control over neutrality (no conscription and no defence alliances), over sensitive ethical issues such as abortion, and that workers' rights and public services will be valued and protected in Ireland and across the Union. We therefore urge that serious consideration be given to the following questions. What impact would a negative Irish vote have on our partners in the Union when they have given legally binding guarantees? If we do not trust either the intentions of 26 partners, or the capacity of our government and EU representatives as members of the Union to negotiate in Ireland's and the Union's best interests, why remain in the Union? What are the implications of increasing isolation for Ireland's future in the context of our current crisis?
- In the light of the Council's assurances, there is a renewed opportunity to consider the core purpose of the treaty, which is to streamline the institutions of a Union designed originally initially for six partners. The complexity of the treaty is the direct result of long and exhaustive negotiation between all the member states, which needed to be satisfied that not only would the treaty make the Union more efficient but that its provisions in detail would not damage – on balance - their individual interests. Ireland took a leading role in that process. The Treaty contains important structural changes that will enhance democratic participation both by increasing the competence of the European Parliament and the roles of national parliaments. Thus the key question is whether the Union will function more efficiently, effectively and democratically as a consequence of adopting treaty that our partners are satisfied will achieve these objectives. Above all, the members of the committee urge people to resist the temptation to use the referendum as a convenient means of punishing the government for the economic downturn. The time to pass judgment on the Government's performance is at the next General Election. Outside the Union, how will another rejection by Ireland be viewed by potential investors or by aspiring member states, which will have to wait indefinitely until the Union is in a position to carry out the similar structural reforms to those proposed in the Treaty. That will be a long time coming if this treaty fails. The effect will be to deny to others the enormous benefits we have enjoyed since joining the Union.
- In a global context, faced with enormous trade, energy and environmental concerns, will we be better served by membership of a Union with improved internal

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structures and processes, or with a less effective Union of 27 members hampered by outmoded structures designed to cater for six members in 1956?

For information on the Lisbon Treaty the committee commends the publications of the Referendum Commission.

Mod PJM 6.7.09

APPENDIX B

**THE MEDICAL ETHICS WORKING GROUP OF THE CHURCH IN SOCIETY
COMMITTEE
RESPONSE TO THE GENERAL MEDICAL COUNCIL END OF LIFE
CONSULTATION**

Chairman: Dr Rory Corbett

We appreciate the opportunity to respond to this draft document, and are very pleased with the general tenor of it. We particularly note that the prime emphasis is on good communication, and if this is always to occur then most of the rest of the document would be redundant. As communication is such an important item in this document and in all aspects of End of Life treatment and care, we would like to emphasize three aspects.

The first of these is **inter-doctor communication**; this applies both in primary and secondary care, where in both situations working practices, shift systems, “out of hours” cover mean that continuity of care is not as it was. We believe that as part of the handover of responsibility and care, verbal communication is perhaps more important than relying on the written record. In the middle of the night it can be difficult to find the relevant entry in medical records, if they are present at all, as is often the case in the home situation. We would wish to emphasize the need for many more well trained palliative care physicians to lead in the delivery of this care and the education of other practitioners.

The second is **interprofessional communication**; medical care is now, so often delivered by teams that it is important that all know what has been discussed, and what decisions made. It should not be for the family to have to keep informing members of the team, that something about to be performed or not, was the opposite of what had been decided. **There is a particular problem in nursing homes where staff are reluctant to call for medical help to deal with a new or rapidly changing situations. All staff must be prepared to listen to anxiety or distress and deal with it directly and in a timely manner.**

The third is **communication to those outside the caring professions**, and although this is a GMC document aimed at the medical profession, and for their education and improvement in this important aspect of medical care, there is the patient, their family and friends, and perhaps their representatives. These groups also need education into what is available, what is best practice, what is meant by “benefit” in clinical terms, so that they have a reference point when faced with important decisions. This can be at short notice in a time of acute crisis, when there has not been the time to gently develop the relationships necessary to help in the communication and decision process. We feel that the GMC should regard it as part of this particular document to give a lead in the public discussion of these issues, so that there is less likely to be the unfortunate headlines of either “Invasive over treatment” or “they did not do everything”.

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By way of example is the issue of artificial feeding. For many families who have had to look after children from birth by means of tube feeding, this is not regarded as artificial but as the norm, whatever the decision of the Law Lords. This is an example where there needs to be a lot of discussion without the medical profession, as well as within it.

We appreciate that comment is made regarding spiritual input in this situation. However in the light of reports in the press in recent times we would like to see this more firmly stated as a very important part of end of life issues for many, and that medical staff amongst others should not feel intimidated in discussing issues when appropriate, and particularly if raised by the patient.

We welcome this document as it can only be of great value to “end of life” issues, but feel that it is so important an issue, that it should be used as a basis for public debate and information. This can only be of benefit to all, when all know what the processes of decision making are.

APPENDIX C

Text of letter on advance directives and palliative care sent to Irish Hospice Foundation

We appreciate the opportunity to respond to and contribute to the discussion regarding end of life issues, that has been initiated by the Irish Hospice Foundation. We would fully support your declaration that euthanasia is not an option. We would wish to say that we do not see a place for euthanasia, be it voluntary and even more so if involuntary. There are some very unfortunate cases reported in the press of people leaving the country to go to Switzerland to commit suicide, on the basis that life is no longer of any value and suicide is the only reasonable option to take. These values may be based either on intractable pain or loss of control or independence. These cases are obviously deserving of our total sympathy but we do believe that laws introduced for the few hard cases are bad laws, and that we should look for other approaches, that would be compatible with our beliefs as Christians. We are worried that the situation in the Netherlands and Oregon State in the US is used as an example for the introduction of either physician assisted suicide or of voluntary euthanasia. There are considerable arguments of how often euthanasia has been an involuntary procedure in the Netherlands, and in Oregon it is argued that because physician assisted suicide is very rarely used, there is no risk of slippage or misuse. However the latter was accompanied by a considerable increase in the supply and standard of palliative care. We would suggest that this should be looked at in the reverse, and that is that if there is good palliative care then there is no need for these other options.

This brings us to your suggestions regarding advance directives and palliative care. We attach a document on Advance Directives that we prepared for the Irish Council for Bio-ethics, and which has been presented to the General Synod of the Church of Ireland. The briefing did not directly cover the issue of palliative care, though we have made reference to it.

It is our belief that one of the most important solutions to the end of life issues is that of freely available, professionally delivered palliative care. This needs to be available in hospital, hospice and home, and especially the latter, to meet the requests of so many that death should take place at home. So often this is not achieved due to lack of services, and appropriate personnel. The necessity for this is going to be accentuated in the future as the delivery of medical services change as a result of the European Working Time Directive and subsequent shorter working hours. This will affect health delivery both in primary and secondary care, as we are seeing a loss of continuity in care, and no longer the family general practitioner who was apparently there for ever, and knew the family and their desires directly, without having to have special consultations with the patient and family as is becoming the norm. This will put great pressure on good communication between professionals, in the acute hospital and in general practice, where out of hours cover is often by an unknown doctor, so that there is no breakdown, and subsequent mis-management. With good palliative care especially in the

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home there are likely to be fewer people involved and therefore less likely to be this sort of breakdown.

If a patient, and their family, is to receive the care that is deserved at the end of life, to meet the needs, medical, physical, psychological and spiritual, then this is more likely to be delivered in an environment removed from the competing pressures of acute medicine, and ideally this would be through a universally available caring palliative service, and we would hope as a support to the family and friends.

APPENDIX D

Medical Ethics Sub Committee Consultation Response - Palliative and End of Life Care Strategy

Department of Health, Social Services and Public Safety NI

I am responding on behalf of an organisation:

Rev Dr Rory Corbett

Chairman Medical Ethics Sub-committee

Church in Society Committee: Church of Ireland House: Church Avenue

Rathmines: Dublin 6

Content of the Strategy

Q1. Do you agree that this Strategy adequately reflects the balance between palliative and end of life care?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Vision for Quality Palliative and End of Life Care

Q2. Do you agree with the vision for quality palliative and end of life care?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Q3. Do you agree that the Strategy’s recommendations support the implementation of the vision?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Q4. Do you agree that implementation of the vision will result in improved palliative and end of life care for adults in Northern Ireland?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Palliative and End of Life Care Strategy consultation response questionnaire

Section 3 Developing Quality Palliative and End of Life Care

Q5. Do you agree that there is a need to raise awareness through promoting and encouraging open discussion about palliative and end of life care?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Q6. Do you agree that information, education and training should be available for patients, families, carers, volunteers and communities?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Q7. Do you agree that quality palliative and end of life care is dependent on having compassionate, skilled, knowledgeable and competent staff in all care settings?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Q8. Do you agree that a programme of research should be developed to inform planning and delivery, drive up quality and improve outcomes in palliative and end of life care?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Palliative and End of Life Care Strategy consultation response questionnaire

Section 4 Commissioning Quality Palliative and End of Life Care

Q9. Do you agree that a lead commissioner should be identified at regional and local level to ensure that commissioning of palliative and end of life care services is based on qualitative and quantitative population needs?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Section 5 Delivery of Quality Palliative and End of Life Care

Q10. Do you agree that every patient identified as having palliative and end of life care needs should have a key professional identified to coordinate their care?

Yes ~~No~~

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If you answered “no” to this question please outline the reasons for your answer.

Q11. Do you agree that the potential for having a Managed Clinical Network for palliative and end of life care should be explored?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Palliative and End of Life Care Strategy consultation response questionnaire

Section 6 A Care Pathway for Quality Palliative and End of Life Care

Q12. Does the palliative and end of life care pathway provide an appropriate vehicle to deliver quality palliative and end of life care?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Q13. Do you agree that the implementation of appropriate tools and triggers, by professionals who are trained and competent to use them, will enable the delivery of quality palliative and end of life care?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Q14. Do you agree that specialist palliative care advice and support should be available across all care settings 24/7?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Q15. Do you agree that timely holistic assessments led by a multidisciplinary care team will ensure that changing needs and complexity are recognised, recorded and reviewed?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Palliative and End of Life Care Strategy consultation response questionnaire

Exemplars and Case Studies

Q16. Do you agree that the exemplars and case studies used in this Strategy are helpful to demonstrate quality palliative and end of life care?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Diagrams

Q17. Do you agree that the diagrams in this Strategy are helpful in getting their message across?

Yes ~~No~~

If you answered “no” to this question please outline the reasons for your answer.

Equality Implications

Q18. Are the policy proposals for the Palliative and End of Life Care Strategy likely to have an adverse impact on equality of opportunity on any of the nine equality groups identified under Section 75 of the Northern Ireland Act 1998?

Yes ~~No~~

Please state the group or groups and provide details of any supporting qualitative or quantitative evidence.

Palliative and End of Life Care Strategy consultation response questionnaire

Q19. Have the needs of the Section 75 categories been fully addressed in the proposals?

Yes No

If you answered “no” to this question please outline the reasons for your answer.

Q20. Is there an opportunity for the policy to better promote equality of opportunity or good relations?

Yes No

If you answered yes” to this question please give details as to how.

Q21. Please use the box below to insert any further comments, recommendations or suggestions you would like to make in relation to the Palliative and End of Life Care Strategy.

Comments:

We welcome these proposals for a significant group in our society, whose needs are widely recognised.

Comments;

- 1. You recognise the value of a truly holistic approach, and therefore we would like to see the spiritual aspects and therefore the role of churches and clergy involved at an earlier phase, during the palliative one and not wait until the**

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end-of life phase is reached. As the policy is to aim for home care as far as possible, then the home clergy should lead in this part of total care, but any residential care should also be able to offer this service either by a chaplaincy service, if not by the family clergy.

2. We agree strongly with questions 9 and 10, not only the great importance of the choice of the right personnel for these roles, but that they will have the authority to make things happen and quickly, when necessary. Questions 13-15 will be very dependent on these appointments. At present there appear to be un-necessary delays in finding required equipment or personnel.
3. We have a real anxiety, however, and that is funding. This planned programme will not be cheap and is not going to cost less than the present monies allocated. With the present reduction in funding of the Health and Social Services, and likely further reductions, in the immediate future, we worry that this programme will not be able to be rolled out in full. We feel that it is important that it is made very clear what can really be produced within the likely budget, and what will have to be aspirational. There should not be the disappointment of “false promises” either for the patient or the family/carer.

19th February 2010.

Thank you for your comments.

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APPENDIX E

OFMDFMNI CONSULTATION ON A COMMISSIONER FOR OLDER PEOPLE

Response to: olderpeoplescommissioner@ofmdfmi.gov.uk

Original documentation: www.ofmdfmi.gov.uk/index/equality/age/older-peoples-commissioner.htm

With more people living longer and more actively in what used to be referred to as 'later life' the need to develop our social systems to address the needs and contributions of older people will be essential. A Commissioner for Older People is a good mechanism to take this issue forward in the next decade.

However, the creation of champions of the rights of specific groups in society raises questions about the working of our democratic system, which surely ought to be responsive to the needs of all its citizens. Why are such champions needed?

At a fundamental level which is both structural and philosophical we should be asking as citizens what impact conflicting rights issues will have on the shape of our democratic system. At present, the model draws on concepts of competition between rights and the need for champions of rights, often resulting in a sense of conflict rather than of harmony and common weal. There must be a degree of concern that the lobbying model underpinned by litigation that developed in the American democratic system is increasingly influencing how social resources are allocated by the UK democratic system. We urgently need an integrated championing of rights and an assurance that such rights, once recognized and implemented, will become part of the regular weave of our society.

The proposed model of a champion for older people seems to place great dependence on the degree of skill with which a single Commissioner and his staff negotiate political, economic and legal systems.

This model, which has also been used to highlight the needs of children, sometimes seems to be limited in its effectiveness by the fact that a number of other bodies, public and voluntary, share the same responsibilities. There is potential for conflict of interests. There is potential for rights to be played off against one another and, perhaps of greater concern, also the potential for important items to fall between the cracks.

Nonetheless, the issues facing society as its demographic profile changes need to be clearly identified and addressed. Given the lack of recognition of the needs of the elderly by society generally, the initiative to develop a body to address this under the office of the OFMDFMNI is to be welcomed as a step towards this goal despite the reservations addressed above.

It seems obvious that many of the issues that will fall within the remit of the new legislation revolve around the provision of support to older people requiring care through public services (basic needs, health, and daily living issues). There is an issue that a significant proportion of

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older people will also be among the poorer section of the population in terms of annual income. Responding to the document in a climate of recession, everyone is aware that there is no assurance that pensions will rise and continue to rise commensurate with the needs of those who cannot in so many cases even contemplate generating their own income. This will affect greater numbers as people live longer following retirement, with and without personal pensions to support them.

After basic needs are addressed, other needs to do with access to and participation in the life of society will be important. This is a major challenge as participation and access increasingly requires the application of digital technology. Digital technology often requires knowledge-based skills that our social system does not traditionally transfer to any but those in formal education up to their early 20s (with many leaving the formal system by age 18).

It therefore seems clear that the Commissioner must be able to address issues that may well require action by people in the earlier decades of life to deliver the benefits required by society when we are over 60. None of us wishes to become a burden unnecessarily. So the answer to Qs 4 + 5 regarding the age group to be addressed by the Commission would be: yes, where necessary issues affecting younger age groups should be interrogated in order to improve aspects of life for those people as they reach 60 and older.

With regard to Qs6 - 9 the answer is a qualified yes, the creation of such a Commission is a good idea – for the present. A democratic system ought not to require individual champions to ensure that the rights of specific groups are safeguarded. If this is a necessity, it implies that the system itself is not focused on its citizens – in which case it is less democratic than it ought to be.

Qs10 - 11 the duties are compatible with the role outlined.

Q12 – Working with regulatory and other bodies through working protocols rather than further rules would be preferred. The rights of older people, and the legislation to protect those rights, already exist. It would seem to be tautological to create a further set of rules to insist that the existing rules are obeyed.

Qs15 – 26 deal with the powers to act, issues of conflict and capacity to assist in individual cases. The extent of the consultation highlights the difficult course which the commissioner must chart. Some obvious points of concern would be:

If the Commissioner is the source of funding for individual cases (even where this is only permitted as a last resort) on what basis does the Commissioner judge which cases to support and which to refuse?

It seems inappropriate that a Commissioner with such a wide philosophical brief should not be able to address issues arising within the private sector. The firewall as proposed seems counter-intuitive in respect of the hope that as many of us as possible will provide our own needs for longer in future, as there will be relatively fewer younger people to pay for that provision. Rights are supposed to be universal, not only for those receiving State public

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services. Therefore, older people's rights should be of interest whether delivered through the public or private sector.

With regard to the remaining questions, the concepts of transparency and accountability are laudable. In terms of funding, the Government should provide funding adequate to the scale of the responsibilities. In respect of the issues requiring social debate and public education it is important that financial provision for a strategic communications plan is incorporated into funding plans. Lack of communication can be a weak point in programmes that espouse the object of achieving positive societal outcomes. This is a key component of demonstrating accountability.

It would be very helpful to review this legislation after two terms of office have been served. The Commissioner should be a part of the review process. It would, however be essential to have an objective external review that considers to what extent the Commissioner and his staff have successfully engaged in legal and political matters on behalf of older people and secondly to what extent the Commission has engaged social debate about the role of older people and how they may continue to contribute to, as well as to be cared for by society. Too often the working assumption is that people in need of rights have little to contribute and are, in a sense, passive recipients. We would plead that older people be cherished not only for their past contribution and current needs but for their present and future potential to contribute to society.

APPENDIX F

**BRIEFING FOR THE STANDING COMMITTEE ON ISSUES RELATING TO
CONSCIENCE-BASED EXCEPTIONS IN RESPECT OF EU EQUALITY LAW AND
NATIONAL EQUALITY LEGISLATION, WITH PARTICULAR REFERENCE TO
THE CIVIL PARTNERSHIP BILL RI**

The Civil Partnership Bill (Republic of Ireland) aims to establish in law safeguards and responsibilities for those who are members of a civil partnership. A partnership is defined for the purposes of the Bill as follows:

Marriage understood to be between a man and a woman *and* the partnership of two adults of the same gender are both, in a sense, considered to be partnerships with a covenantal or contractual content. The Bill treats them not as equivalent but as having (a) elements in common and (b) elements which are quite different. The Bill says nothing about sexual relations. The Bill explicitly refers to marriage as it is enshrined and safeguarded in The Constitution between a man and a woman as something quite different from civil partnership between two persons of the same gender.

Speaking generally, the spirit of the Bill is to detail the responsibilities towards one another of those who together form a civil partnership. The definition of these responsibilities, as detailed, draws on the best practice of heterosexual marriage. Furthermore the projected penalties and punishments for those who breach the legal agreement are more stringent and pragmatic than anything with which the Church has thus far come up. In situations of relational breakdown, the Church appeals to a better nature on the part of individuals which often is not there. The Bill applies a degree of objectivity towards the disadvantaged party and the practical responsibilities of care.

Exemption for whom and from what?

Since 2000, church buildings and attendant church property have been designated public places, with the rights of access and entry in law which such a designation entails. The range of activities which may take place in a church building must be in accordance with the stated aims of the institution and does not include the registration of a civil partnership. In this way the church *per se* is exempted. This also holds in Northern Ireland.

Questions were raised at November 2009's Standing Committee about the exemption of musicians, floral arrangers and the use of parochial halls as venues. Having reference to the recent articulation of the legal principle unpinning equality legislation in correspondence between the EU and the UK Government, it is clear that generalized exemptions cannot be negotiated and must in any case be legally sustainable at the highest level. In fact, the Churches' Legislation Advisory Service reported on 17 December 2009, that on 20 November 2009, the European Commission announced that it had sent a reasoned opinion to the United Kingdom stating that it had incorrectly implemented EU rules prohibiting discrimination

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based on religion or belief, disability, age of sexual orientation in employment and occupation. In the reasoned opinion the Commission pointed out that in UK law:

- There is no clear ban on ‘instruction to discriminate’ in national law and no clear appeals procedure in the case of disable people; and
- Exceptions to the principle of non-discrimination on the basis of sexual orientation for religious employers are broader than that permitted by the Directive.

A response from the UK government is expected in 2010.

In the light of this, it would seem that the church would be endangered under EU equality legislation were it to seek to insist on widespread exemptions as a blanket exemption.

In a recent case regarding a civil registrar seeking a similar right to conscience in respect of performing civil partnership ceremonies in the UK, the Court of Appeal addressed the conflict of rights issue: whether the provisions of the Equality Act (Sexual Orientation) Regulations 2007 overrides Article 9 of the European Convention on Human Rights (freedom of thought, conscience and religion). The Court concluded that, except in the limited circumstances provide for in Regulation 14, the prohibition of discrimination in the 2007 Regulations takes precedence over any right which a person would otherwise have by virtue of his or her religious belief to practise discrimination on the ground of sexual orientation. (*CLAS Circular 19 2009, referring to sources from BAILII – 15 December 2009 and the EC Employment, Social Affairs and Equal Opportunities News*).

Regarding professional civil servants who as State employees feel personally compromised were they to act as registrars of such civil partnerships because of their Christian faith and practice, it seems fair to request that their scruple be respected in terms of the Bill when enacted as law.

Michael Jackson,

Bishop of Clogher and chairperson of the Church in Society Committee

APPENDIX G

**RESPONSE TO ENQUIRY ON CHURCH'S POLICY ON REDUCTION OF WASTE
(RE-ISSUED 2010 IN RESPONSE TO ENQUIRIES)**

Ecological Mission Statement

Encourage parish audit

“That the following environmental policy for central and diocesan offices of the Church of Ireland be approved by Standing Committee and referred to the Representative Church Body:

The Representative Church Body recognizes that concern for all components of the environment is a fundamental responsibility of all Christian people as stewards of God's creation and is fully committed to the following principles:

- The office is dedicated to carrying out all of our functions and activities in a way which minimizes negative impact on the environment.
- The office is committed to ensuring that all activities undertaken on office premises or on behalf of the office will comply with current legislation.
- It is an objective of the office to co-operate with statutory, voluntary and community bodies in an attempt to reduce negative impact on the environment.
- In keeping with this policy, the office will
 1. monitor and reduce energy use,
 2. where possible, use energy from renewable resources
 3. set targets for reduced waste generation,
 4. promote recycling within the office,
 5. minimize land, water and air pollution,
 6. include environmental considerations in the management of the office,
 7. inform and update all staff and contractors on this policy,
 8. generally apply sustainability objectives in all aspects and activities,
 9. monitor this policy and attempt to make on-going improvements as opportunities arise.”

What is the church's policy on the reduction of waste and global warming in a) schools, b) churches and c) other church property ?

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The advisory work of the Church of Ireland in respect of the above is centralised in the Ecological and Environmental Panel 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.

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**BOARD OF EDUCATION OF THE GENERAL SYNOD
OF THE CHURCH OF IRELAND**

The aims of the General Synod Board of Education are, to:

- define the policy of the Church in education, both religious and secular and, in promotion of this policy, to take such steps as may be deemed necessary to co-ordinate activities in all fields of education affecting the interests of the Church of Ireland;
- maintain close contact with government, Diocesan Boards of Education, and other educational and school authorities with a view to the most efficient and economical use of resources including funds, transport facilities and teachers;
- study any legislation or proposed legislation likely to affect the educational interests of the Church of Ireland and take such action with respect thereto as it may deem necessary;
- deliberate and confer on all educational matters affecting the interests of the Church, 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 (Northern Ireland)

AIMS

The current aims of the Board of Education NI are, to:

- develop, in conjunction with other Churches, a clear and shared vision of education shaped by core values of the Christian faith.
- advise the Synod of developments in educational policy in NI and 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 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

1. **Education Bill 2008**
Transferors call for continuation of their rights of membership of decision-making bodies for the Controlled sector of schools.
2. **Controlled schools – ownership and representation**
The Transferor Representatives' Council seeks a new support body for the Controlled sector integrally linked to ownership.
3. **Special Educational Needs (SEN) and Inclusion**
A joint three-Churches' response to this important consultation welcomes the laudable aim of proposals for improving provision but criticises them as highly aspirational.
4. **Arrangements for transfer to post-Primary schools**
The Board expresses concern regarding heightened anxieties of many Primary pupils, their parents and teachers, caused by new transfer arrangements.
5. **Proposed merger of QUB School of Education and Stranmillis College**
The Churches' Boards of Education monitor developments in proposals for a new teacher training institution.
6. **Religious education and CCEA / RE advisory group**
Progress report of work undertaken.
7. **Safeguarding Trust**
A report by the Child Protection Officer NI.
8. **Building Blocks**
A report of another successful annual conference for children's ministry leaders.
9. **Annual Theological Lectures at Queen's University**
The 2010 lectures by the Archbishop of York were well attended and widely appreciated.
10. **Personalia**
Appreciation of former members of the Board.

Education Bill

This Bill is the key enabling legislation to set up the Education and Skills Authority (ESA). The ESA was intended to be established by January 1st 2010; however, the necessary political agreement at the NI Assembly could not be found. Significant matters of concern are: future arrangements for the Controlled sector and the loss of rights of transferors on decision-making bodies for such schools.

The Transferor Representatives' Council (TRC), which represents the Church of Ireland, Presbyterian and Methodist Churches in Ireland on education matters in NI, believes that the proposals break faith with existing legal rights for transferors. In addition, transferors believe that new arrangements would create a weakened sector lacking the coherence and strength of ownership required to work alongside other sectors in planning the future of the schools' estate.

In existing legislation, transferor Churches have historic rights to nominate a certain proportion of members of each Education and Library Board. These rights safeguarded the Churches' guardianship of the schools they established and transferred into state control; they also recognised the transferor Churches' role along with other community

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representatives and educational professionals in the planning and development of Controlled schools.

Under present proposals, transferors will lose their current role by right in decision-making regarding schools for which they have a major responsibility. They will neither have a role by right on the ESA Board nor on any future ownership body for Controlled schools. Fundamentally this is an issue of parity of treatment; the TRC has called for transferors' historic rights to be secured and for the Controlled sector of schools to receive the same level of support and capacity enjoyed by other sectors within the education system in NI.

As an interim measure until the new legislation can be agreed, the minister has decided that transitional Education and Library Boards will be established with a reduced membership and with a view to developing convergence of services. Transferors have been asked to nominate ten members in four boards. In a fifth board, the South Eastern, commissioners will continue to be in charge. It is unknown how long these transitional arrangements may last and there are concerns that this interim measure could become semi-permanent unless the political deadlock is broken.

It is hoped to bring a resolution to General Synod 2010 to enable debate on this important issue.

Controlled schools –future representation

Under the Review of Public Administration the Department of Education (DE) intends to establish sectoral support bodies which will have the function of representing schools within the various sectors in NI. It has been proposed by the Department that a support body for the Controlled schools be established as soon as possible, that it develops a clear identity and becomes accepted by the sector as its champion.

A working group has been established by DE to develop a Controlled Schools Support Body. Transferors have been part of this group which has undertaken preliminary work to define: the vision and ethos, remit and make up, communication strategy, and business plan of such a support body. However, the future work of the group is linked to a satisfactory outcome to political discussions regarding the issue of the ownership of Controlled schools in the future. It is now widely accepted within the sector that a Support Body for Controlled schools without a connection to ownership could find its authority questioned and its work undermined.

Controlled schools – future ownership

In October 2009, the Department issued a draft second Education Bill which included proposals for a 'Holding Company' which would have a duty of care for the Controlled schools' estate worth approximately £2.3 billion. The TRC has indicated its opposition to these proposals which exclude transferors from membership of the Holding Company by right. The Department contends that transferors cannot be given places by right on such a body because to do so would infringe equality and anti-discrimination provisions within section 6 of the NI Act 1998.

The TRC has spent considerable time lobbying political support for its cause and has circulated all parties with briefing papers and welcomed invitations for face to face meetings. The TRC has subsequently been invited to meetings with education

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spokespersons of a range of political parties. Meetings have also been held with the First and Deputy First ministers who have both indicated their support in finding a resolution to the problem.

The Board supports the strategy of the TRC in contending for the rights of the three transferring churches and urges that this work must continue until the matter is resolved to the satisfaction of the transferor Churches. The Board also expresses its thanks to the education secretaries of the Churches for their consistent work in this regard.

Consultation – The Way Forward for Special Educational Needs (SEN) and Inclusion

In order to respond to this important consultation on SEN and Inclusion, the Church of Ireland, Presbyterian and Methodist Churches set up a joint working group to consider new policy proposals and make a submission. The group comprised: church members with professional expertise, parents of children with special educational needs, and the secretaries of the three Churches' Boards of Education.

The policy proposals are quite radical including: the wider concept of additional educational need; an emphasis on early identification and intervention; the widening of the remit of Special Needs Co-ordinators in schools and renaming as Learning Support Coordinators; a move away from statutory statements of SEN to statutory co-ordinated support plans; reviewing teacher training and development; better partnerships between mainstream and special schools; across learning communities and between Education, Health and Social Care.

Although welcoming the laudable aim of improving SEN provision and inclusion, the Churches' submission viewed much of the consultation document as highly idealised and aspirational, far away from the real life experience of parents seeking help for their children. The move towards what might be termed 'supportive inclusion' is welcomed, however, the lack of necessary information regarding financial and resource support undermines the potential benefits of the proposals.

Arrangements for transfer to post-Primary Schools

The Board has been kept informed of developments in 11+ transfer arrangements and discussed the matter at its regular meetings. The issue remains unresolved; the 'official' 11+ test has been discontinued and the minister has issued guidelines which do not include the use of academic criteria. Grammar schools, however, have devised and set independent entrance tests, the results of which will be used by the schools to admit pupils for the school year beginning September 2010. At present it appears that both sides in this battle of wills are irreconcilable.

The minister believes that the Grammar schools will be beset by legal challenges brought by parents unhappy with the outcome of the tests; the schools on the other hand believe their tests are robust and propose to continue using them to select pupils for post primary education. It will be some months before the full effect of using independent tests is known and whether there are any legal challenges. The Board has expressed disappointment that earlier opportunities to find an agreed way forward were not taken and regrets that both sides in this dispute seem determined to test their strength of purpose, leaving children and parents caught in the middle. The Board is concerned that

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the experience of this year's tests has for many parents, children and their teachers, proved much more stressful than under former 11+ transfer arrangements.

Proposed merger of QUB School of Education and Stranmillis College

Developments towards this proposed merged teacher training institution are being monitored by the three Churches' Boards of Education. It is anticipated that a public consultation on proposals will issue shortly from the Department for Employment and Learning (DEL).

Religious education

Over many years the TRC has found its termly meetings with RE Advisers from the Education and Library Boards (ELBs) very valuable. From concerns expressed at such meetings, the Churches have indentified that the uncertainty in the establishment of the ESA poses a question about the extent of future support for RE teachers. The TRC has taken the opportunity of raising this issue in its submission to the Assembly Education Committee during consideration of the Education Bill.

CCEA / RE advisory group

During the past year it was reported to the Board that the Council for Curriculum, Examinations and Assessment (CCEA) has appointed Mr Stephen Livingston, a seconded Primary teacher, as the lead officer for the work of this group. The main focus of his work has been to develop support materials for Primary teachers. New resources include thematic units for use in year 5 and 6/7 developed under the themes of *St Patrick and People of Faith* and *Faith and Light*. These units are designed to enable RE to be taught in thematic way like other Areas of Learning; it is hoped to make these available later in 2010. A third unit has been planned for year 3/4 pending a successful bid for funds in the next financial year. The group is also developing a non-statutory guidance document for Religious Education placing it in the context of the revised curriculum.

Safeguarding Trust

A worker's extract of Parts 5 – 8 of *Safeguarding Trust 2008* was produced in May 2009 and many parishes have purchased this resource for their workers and have found it a useful guide to the essential requirements of the code. In line with the 2008 edition of *Safeguarding Trust* the Child Protection Officer, CPO (NI) has designed and implemented a new training programme for workers and a new two-part model of training for panel members. In order to assist with training, eighteen new trainers have been recruited and trained to deliver Safeguarding Trust training to parish workers and have been operational since October 2009.

Training for newly ordained clergy and first incumbents was facilitated by the CPO (NI) in October 2009 and has been followed by a series of training events for parish panel members in Armagh, Derry, Connor and Down and Dromore Dioceses. In Clogher Diocese a series of training events were delivered by the diocesan Safeguarding Trust team. The CPO (NI) has facilitated training sessions for a number of parishes, the Board for Social Action and interns on the Jump project. In conjunction with Ms Renée English, CPO (RI), she has also delivered Safeguarding Trust training sessions to students at the Church of Ireland Theological Institute.

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The Vetting and Barring Scheme (VBS) for NI established under the Safeguarding Vulnerable Groups (NI) Order 2007 has commenced and will be implemented in stages. This will have a significant impact the Church's work with children and vulnerable adults. Diocesan information sessions on the VBS are planned for June 2010. The Board undertook a parish survey during the latter part of 2009 to estimate the numbers of individuals working with children and vulnerable adults in Church of Ireland parishes in NI. This survey was conducted to provide data for AccessNI to estimate future workloads in relation to the VBS. The survey indicated that in NI parishes, there are approximately 6,300 adults working with children and vulnerable adults.

An advisory group has been commissioned by the Department of Health and Social Services to draw up standards and guidelines for working with vulnerable adults. The Board is represented on this group and it is anticipated that guidance documents will be available from June 2010.

The CPO (NI) attended a number of training courses including *Managing Challenging Behaviour* and the CARI (Children at Risk in Ireland) conference on *Restorative Justice and Child Abuse: Can it work?* The Board was asked to participate in a seminar to develop a Memorandum of Co-operation between Faith and Worship Organisations in NI and the PSNI. This memorandum deals with the management of sex offenders in their attendance at places of worship.

The process of parish evaluation continues to be implemented and overseen by the CPO (NI). Follow up reports on each visit, are provided to the incumbents. The visits are carried out by teams of diocesan evaluators who generously give their time and expertise in assisting the Board and to support parishes. The Board appreciates the valuable and dedicated service of evaluation team members and offers sincere thanks to them for their continuing support.

The CPO (NI) continues to provide advice and guidance on a range of issues to parishes, dioceses, mission agencies and related organisations throughout Northern Ireland and also maintains close links with statutory and voluntary child protection agencies.

Building Blocks - Children's Ministry Conferences

In November 2009, the eighth annual Building Blocks conference took place in Belfast and Dublin. The NI organising committee comprised representatives of the Church of Ireland, Presbyterian Church, Methodist Church and Scripture Union. The Belfast event drew over 300 delegates and in Dublin over 200 from a wide range of Churches. The keynote speaker was Kathryn Copsey whose expertise is in working with children in urban and un-churched settings. These conferences, which also feature a variety of practical seminars, have become established as important sources of inspiration and training for children's ministry leaders. Details of the conferences including seminar notes are available at: www.buildingblocks.ie

Annual Theological Lectures at Queen's University Belfast (QUB)

The 2010 lectures were delivered by the Most Rev Dr John Sentamu, Archbishop of York on the themes *Conflict and Reconciliation: A Theological Perspective* and *A Ugandan Perspective on Mission*. The lectures were particularly well attended this year and widely appreciated as an important link between the Church and the university. The lectures are

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arranged by the Church of Ireland Chaplaincy at Queen’s University Belfast and funded by the Board.

Personalia

The Board offers its sincere thanks to Mssrs Roy Palmer, Victor Carson and Ivan Davidson who have given long and faithful service to the Board and who have now either retired or are no longer elected members. The Board is most grateful to the contribution each has made to its discussions over many years.

During the past year members were saddened by the death of Dr Robin Marsh, secretary to the Armagh Diocesan Board of Religious Education, who had been a faithful observer member of this Board.

B. Board of Education (Republic of Ireland)

AIMS

- shall have power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an educational partner to the Department of Education and Science (DE&S) and other educational bodies;
- support, through the *Follow Me* programme, religious education in primary schools under Protestant management;
- co-ordinate and encourage the participation of post-Primary Protestant schools in the Synod Examination in Religious Education;
- provide training and advices to bishops and boards of management;
- provide training and advisory service to bishops, dioceses and parishes in the implementation of Safeguarding Trust;
- facilitate Garda vetting of workers and volunteers in Church of Ireland Primary Schools and parishes.

EXECUTIVE SUMMARY:

Representation: The Board is grateful to those who represent it on various committees and working groups.

Cutbacks: Cutbacks at both levels bite with the removal of support grants at second level, reduction to pupil teacher ratios at both levels and reviews of language support teachers and Special Needs Assistants which have also resulted in staff reductions.

Submissions: Submissions have been delivered to the Department of Education and Science (DE&S) on the establishment of new schools, school transport and revision of the Child Protection guidelines.

Admissions policy: The Board has circulated a guidelines document to Patrons.

Board of Management training: Five modules of training have now been offered to all schools.

Religious Education: *Follow Me* has a new website and the infant teachers’ books are being revised for republication later this year.

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Modern Languages in Primary Schools initiative: Update on the work of the initiative.

Religious Education Reference Group: Implementation of the ‘Goodness Me! Goodness You!’ programme into new model community national schools.

Representation

The Board is very grateful to those who act as representatives on its behalf. Our thanks to: Rev Canon Horace McKinley who has attended meetings of the Religious Education Reference Group; Mrs S Bogle represents the Church of Ireland on the interim Board of Management for Ardgillan Community College; Ms Hazel Crawford attends meetings of the Modern Languages in Primary Schools Initiative; Dr Anne Lodge has been nominated to the National Council for Special Education; Ms Margaret Ainsworth acts as our representative on the NCCA RE Course Committee; Ms Eileen Jackson represents the Board on the NCCA’s Early Childhood and Primary Committee and Mr A Oughton and Mr E Lindsay now represent the Church of Ireland on the Secondary Education Committee in place of Rev Canon Doris Clements and Very Rev NN Lynas. Ms Hilary McBain is our representative on the National Council for Curriculum Assessment in place of Dr K Milne. We are indebted to Canon Clements, Dean Lynas and Dr Milne for their very great contribution to the work of these Committees.

Welcome

We welcome Ms Breda Corr to the post of General Secretary of the National Association of Board of Management in Special Education. Breda comes in place of Ms Toni Buggle who has been associated with NABMSE since 1983, became General Secretary in 2007 and has now retired.

We also welcome Mr Caoimhín O’hEaghra to the post of Secretary General of An Foras Pátrúnachta na Scoileanna Lán-Ghaeilge Teo. Caoimhín replaces Mr Dónal O’Chonail who retired at the end of 2009.

We wish both Toni and Donal a long and happy retirement.

Mrs Linda Clarke

The Board was saddened to learn of the death of Mrs Linda Clarke who aided the Board in various ways for many years. Linda has acted as adviser and examiner for the Synod Examination and represented the Church of Ireland on the NCCA RE Course Committee.

Cutbacks

The Board has been conscious of the challenges faced by the fee charging schools following the alteration in the pupil teacher ratio and the removal of support grants. The anxiety generated among parents and the challenge to maintain curricular choice and educational standards while negative in tone has had the positive effect of making the community aware of the role of the schools while the schools have strengthened their links with the sponsoring community. The Board is grateful for the leadership of the Archbishop of Dublin and Bishop of Cork who have articulated very clearly the impact of the recent budgetary changes. Greater detail will be found in the report of the Secondary Education Committee (appendix B). The Board appoints a number of the members of that Committee on a triennial basis.

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The Board has again noted with regret the delay in the rebuilding project proposed for Newpark School and the lack of response to the need for a significant extension to East Glendalough School. These delays, in view of the recognition of the actual needs of the schools by the Department of Education and Science (DE&S), do not encourage fee charging schools to consider possible options for transformation.

Cutbacks at primary level resulted in an unwelcome increase in the pupil-teacher ratio, bringing many more teachers than usual onto redeployment panels. The Renewed Programme for Government brought promise of no further changes in the ratios for the life of this Government and the decision to cut book grants has also been reversed. While such promises are to be welcomed, the fact remains that schools rely heavily on parental contributions in order to remain solvent. With increasing unemployment, it is unfair to expect parents to maintain high levels of financial support and there is anecdotal evidence that parents are, in fact, now borrowing to meet what are supposed to be 'voluntary' contributions.

Reductions in language support teachers hits at the vulnerable, while the value for money review of Special Needs also gives cause for concern. Audits are still on-going, so the full impact of this process has not yet been realised in all schools.

The suggestion within the McCarthy Report that small schools be amalgamated caused huge concern within our sector where it was estimated that some 44% schools would be affected if schools with under 50 pupils were to be amalgamated and 73% if that number was raised to 100. Parents in numerous parts of the country already drive huge distances to bring their children to Church of Ireland schools. Amalgamation would bring greater hardship and would in reality deny many parents access to education within the ethos of their choice.

Submissions to the Department of Education and Science

Commission on School Accommodation – the Board was asked to make a submission regarding the number of pupils required to open and maintain a viable primary school. This is currently an enrolment of 17 pupils per year over three years. The Board's submission argued that this should not change.

Revision of Child Protection Guidelines – The current guidelines came into effect in 2001 and 2004 for Primary and Post-Primary sectors respectively. A review group has now been set up and the Board made an initial submission based on experience of the current guidelines.

School Transport – A review of the transport system is now underway. The cost to provide this service to parents is very high and there are concerns that some routes are not being utilised fully. Currently there is a charge at second level but not at primary level when attending the nearest suitable school. It has been suggested that in some cases the lack of charge at primary level encourages parents to take tickets for buses even when there is no intention to avail of the service. While the Board is supportive of a review it is important that the term 'suitable' be retained in order that bona fide Protestant children can be transported to their nearest school under Protestant management. Where there is no bus service available, Scheme D Grants are provided by the DE&S. The criteria for the awarding of these grants are also being reviewed.

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Admissions policy - Primary

Due to an increase in the number of Section 29 appeals and a resulting high level of requests from schools for guidelines on admissions, the Board agreed to circulate an enrolment/admissions policy document to Patrons which might be used across our sector. The Diocesan Education Committee in Cork, Cloyne and Ross had already reproduced guidelines which, with permission, were amended and updated following legal advices.

Board of Management training - Primary

Three further modules of training were delivered to Boards of Management through the Catholic Primary School Management Association, Church of Ireland Diocesan trainers and the Acting Secretary. These modules covered Legal Issues, Child Protection and Board Finances. The delivery of this training is funded by the DE&S.

It is important that Boards of Management keep themselves informed of changes that affect their role. All five training modules are readily available from Church of Ireland House if required. Three editions of *Education Newsbrief* were published in 2009 in order to keep Boards of Management up to date on Department circulars and areas of concern.

Redeployment panels - Primary

Changes to the operation of the redeployment panels caused some confusion within our sector, not only as a result of confusing wording within Departmental circulars, but also through lack of clarity regarding the procedures to be used where new teachers come on to panels within a particular Diocese while an appointment process is already in train. As a result of the increase in the pupil-teacher ratio, more teachers than usual were placed on panels and some are still in supernumerary positions at the time of writing this report.

School Closure

Fortview National School which has served the community of North Monaghan in various ways since 1871 sadly closed in August 2009. This was wholly as a result of changing demographics in Clogher Diocese. The teaching staff and remaining pupils have relocated to other schools in the locality. The huge commitment and work of the staff, parents and Board of Management to sustain the life of this school until its closure is acknowledged with thanks.

***Follow Me* The Primary Religious Education Programme**

During 2009 additional music resources were provided to all Primary Schools under Protestant Management. The *Follow Me* website was revamped and relaunched and will be updated on a regular basis. Work on the revision of the Infant Teachers' books is ongoing. It is anticipated that the revised books will be available free of charge to schools for September 2010.

It is important that the religious education programme delivered in schools is kept up to date and it is intended that planning for a new programme will begin in 2010.

Transport Scheme D - Primary

The number of qualifying families now stands at 339 and grants totalling €176,543 for the school year 2008/2009 were received from the Department of Education and Science

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(DE&S) and paid out prior to 31 December 2009. Workloads and staff changes in the DE&S are still causing delays in payments, but we continue to liaise with them in an effort to resolve these problems.

The DE&S continue to be stringent in adherence to the rules of the Scheme. Applications must be made as soon as possible after enrolment as the Department will not pay retrospective grants. If families are experiencing short-term transport difficulties, they should contact the Board as auxiliary grants may be paid out in exceptional circumstances.

Modern Languages in Primary Schools Initiative

The MLPSI consultative group meeting took place in December 2009 at which the National Co-ordinator, Ms Tanya Flanagan, reported an excellent start to the school year in terms of team dynamics and team work accomplished. Several conferences have been held with the emphasis on early language learning and on the importance of a whole school approach, language awareness and embedding in language teaching, all of which are significant features of MLPSI work for some time.

There were induction days for new teachers to the Initiative and it was noted that there has been an increase in the number of staff members teaching the languages as opposed to visiting teachers. This is very positive news and shows a willingness on schools to schedule for such arrangements.

Seven seminars for school Principals were held countrywide and all participants were very happy with the level of support being provided.

With 505 Primary Schools (290 French, 96 Spanish, 93 German and 23 Italian) now in the Initiative, there will be continued monitoring of regional support. There will be an expansion of ICT and Language evening courses for professional development. Collaboration with teacher training colleges is proving very fruitful and provides open access to students.

MPLSI will make presentations at forthcoming conferences in Valencia and later in Greece.

Religious Education Reference Group

The Religious Education Reference Group was established by County Dublin VEC in September 2008 to provide expertise and advice as required on issues relevant to the new 'Goodness Me! Goodness You!' multi-belief programme in the community national schools and to support its ongoing development. The Reference Group includes representatives from the Roman Catholic Church, the Church of Ireland, the Islamic and Buddhist faiths and the Humanist tradition. There are also representatives from the Department of Education and Science, the teaching union, the NCCA and the academic area of religious education in general. The Reference Group meets under the chairmanship of County Dublin VEC; the patron-in-waiting of the first two community national schools (CNS).

The Reference Group met four times in 2009. Much of the work of the first year involved developing an understanding of the 'Goodness Me! Goodness You!' programme as it was being written and implemented. The programme is innovative in that children of all faiths are being taught together during the school day. Elements of all faith traditions

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form part of the narrative of the programme. Parents are encouraged to discuss particular religious issues/rituals through the use of worksheets that are sent home with the children every week. Members of the Reference Group visited Scoil Choilm, Porterstown, Dublin 15, and heard from the teachers that the children are responding very positively to the programme to date. Parents, who are consulted on a regular basis, are also very positive. Representatives of the local churches have visited the schools.

The Reference Group is aware of the challenge that the CNS model presents in trying to build a community of different faith traditions. The challenge includes engaging the parents and also the local individual faith/belief communities to support formation. To build social interaction, Scoil Choilm and Scoil Ghráinne, Phibblestown, Dublin 15, have been running classes for parents in English and family learning and also inviting local community groups to engage with the families. All these initiatives are reported to the Reference Group.

Garda Vetting

Increasing awareness across parishes and schools results in an ever increasing number of applications for processing through the Garda Central Vetting Unit. Almost 1,100 applications were processed in 2009 but many are still being returned unprocessed as vital information is missing on forms.

The vetting of teachers who were in place prior to the introduction of the current scheme on 1 September 2006 has been the main focus of attention over the last year. There is a genuine willingness across all relevant bodies to ensure that all teachers are vetted, but as it does not currently fall within the remit of the Teaching Council to do this, a variation will be required to the Teaching Council Act and the necessary extra resources will have to be provided to the Teaching Council and the Garda Central Vetting Unit to enable it to be done.

All new students into the Church of Ireland Theological Institute are now being vetted through Church of Ireland House.

Religious Education at second level

This year is the tenth anniversary of the examination of Junior Certificate Religion at national level. Most Secondary Schools are offering this programme, devised and monitored by the NCCA, funded by the Department of Education and Science and supported by the major Communities of Faith in Ireland. 2010 seems an appropriate time to examine the Religious Education Syllabus and assess the impact of what was seen in 1999 as a 'forward-looking and exciting new subject for the new Millennium'. For those involved in its implementation, it has been a long but worthwhile journey and now, ten years later, most parents and students are wholly supportive of the programme.

The NCCA is currently revising the syllabus with a view to removing repetition, merging some sections and making clear exactly what the student needs to know. On 14 December 2009 a Colloquium was held in Kilkenny where educators from all sections of the community, teachers, parents, inspectors, examiners and religious advisors, spend a day looking at the criticism that has been made over the years and listing the ways in which Certification of Religious Education can better meet the needs of modern students. We look forward to receiving the findings of the Colloquium and to the new revised syllabus, which should be available by September 2010.

Safeguarding Trust

Training in Safeguarding Trust for panels and workers was carried out during the year by the diocesan trainers and by the Child Protection Officer (CPO) Ms Renée English.

A training day for newly ordained clergy, new incumbents and clergy who have recently arrived from other jurisdictions was held in October 2009. Mr Kyle Petrie gave an interesting workshop on aspects of electronic communication and how it impinges on young people and those working with them. It is planned to offer such training on an annual basis. Training for students at the Church of Ireland Theological Institute was also provided.

A meeting for diocesan support teams was held in September 2009. It was attended by 13 people representing seven dioceses. The Board greatly appreciates the contribution to Safeguarding Trust implementation which is provided by dedicated volunteers from the diocesan support teams, and we were delighted to welcome several new Diocesan trainers this year.

Parish evaluations continued on a triennial basis, with some parishes included for the first time. The CPO now receives copies of parish evaluations from a number of dioceses which provides valuable feedback regarding implementation and issues arising.

When the 2008 edition of Safeguarding Trust was published, time was allowed in order to gauge demand for a separate booklet for workers. This demand was established and the booklet was published in October 2009. It is available from the Resource Centre, Holy Trinity Church, Rathmines, Dublin 6.

During 2009, the CPO undertook professional training in child protection for children with disabilities as part of her ongoing 'Keeping Safe' trainer role. She also attended a number of training events. The management of convicted sexual offenders who wish to be involved in faith communities presents a challenge for child protection. It is hoped to develop a working paper on this issue.

Conferences

On behalf of the Board, Rev Canon S Johnson attended the Annual INTO Congress in Letterkenny, Mr Niall West attended the IPPN Annual Conference in Killarney and Jennifer Byrne as Acting Secretary also attended CPSMA, NABMSE and IPPN Conferences.

Grants

A grant is being made available to the Church of Ireland College of Education towards the introduction of a new programme leading to a Certificate in Religious Education, the first module of which commenced on 20 January 2010.

The Board provides 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.

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Synod Examination in Religious Education

The prize winners for 2008/2009 were as follows:

YEAR 1

Morgan Jellett Fund Prize	Amber Gleeson Helen Roulston	Alexandra College Royal and Prior
2 nd Prize	John Cummins	Newpark Comprehensive
3 rd Prize	Rachel Cosgrove	Alexandra College

YEAR 2

James Fitzgerald Gregg Prize	Amy Ryan	Alexandra College
2 nd Prize	Aura Jurciukonyte	Newpark Comprehensive
3 rd Prize	Chloe Taylor	Wilson's Hospital

YEAR 3

Morgan Jellett Memorial Prize	Kirsten Levermore	Alexandra College
2 nd Prize	Nanci O'Reilly	Alexandra College
3 rd Prize	Alex Reihill	Alexandra College

Junior Division Prizes:

Laura Rankin	The High School
Sarah Bates	Royal and Prior
Iain Crockett	Royal and Prior
Divya Ravikumar	Wilson's Hospital
Ann Marie Finn	The High School
Robbie Lloyd	The King's Hospital
Caro Lloyd	The King's Hospital
Emmeline Cosnett	Cavan Royal
Jenna Goodwin	Newpark Comprehensive
Hannah Schwartz	Alexandra College
Nicholas Graham	Monaghan Collegiate

TRANSITION YEAR

Ferns Fund Prize	Killian Hales	Wilson's Hospital
2 nd Prize	Shauna Clashy	Wilson's Hospital
3 rd Prize	Grace O'Regan	East Glendalough

YEARS 5 AND 6

Ferns Exhibition Prize	Eoghan Hughes	The King's Hospital
2 nd Prize	Adam Gibson	Royal and Prior
3 rd Prize	Joel Cromie	Royal and Prior

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Senior Division Prizes

Gillian Robinson

Aoife Kinahan

Joanna Heaney

Royal and Prior

Wilson's Hospital

East Glendalough

Increasing prizes and additional incentives did not result in a greater participation in the Synod Examination for 2008/2009.

The Synod Examination is administered by the Board of Education on behalf of the APCK. Concern has been raised for some time regarding the low level of support for the examination in its current form. A working group has been set up by the APCK to look at ways in which the examination might be re-targeted and also expanded to Church of Ireland RE students in Northern Ireland. However, the examination will continue as it is for the 2009/2010 school year.

The Board would like to thank Rev David McDonnell who kindly agreed to act as Examiner this year.

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Appendix A

THE GENERAL SYNOD BOARD OF EDUCATION

The following are the members of the Board and its committees as on 31 March 2010.

THE GENERAL SYNOD BOARD OF EDUCATION

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Mr SR Harper
Ven REB White

Canon Lady Sheil
Rev FJ McDowell

Elected members

Armagh

Rev Canon JW McKegey
Mr LV Johnston

Clogher

Vacant

Derry

Mr SB Morrow

Vacant

Down

Mr D West

Rev Canon JR Howard

Connor

Mr JE Bunting

Ven SB Forde

Kilmore

Dr KF Dunn

Very Rev R Ferguson

Tuam

Mrs B Barrett

Rev Canon DTS Clements

Dublin

Professor P Johnston

Rev G Wharton

Meath

Ms R Handy

Rev Canon JDM Clarke

Cashel and Ossory

Mr A Oughton

Rev Canon PA Harvey

Cork

Mrs A Forrest

Rev AM Wilkinson

Limerick and Killaloe

Mr WT Perrott

Ven R Warren

Mr TS Hardy

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Co-opted members

Mr T Flannagan	Rev A Taylor
Mrs R Forde	Dr A Lodge
Mrs H McClenaghan	Mr M Hall
Mr RM McKinney	Mr A Cox
Dr TW Mulryne	Mr I Coombes
Mrs MP Wallace	Ms S Hall
Rev Canon RT Gillian	Ms R Maxwell-Eager
Ms C Bruton	Ms S Honner
Rev Canon RJEFB Black	Ms E Jackson
Rev BJK O'Rourke	Mrs P Conran
	Ms S Farrell

Secretary

Vacant

Rev IW Ellis attends in his capacity as Secretary to the Board of Education (NI)

**EXECUTIVE COMMITTEE
(FOR THE YEAR ENDED 31 MARCH 2010)**

The Archbishop of Armagh, Most Rev AET Harper (Chairman)
The Archbishop of Dublin, Most Rev JRW Neill
Canon Lady Sheil
Ven REB White
Rev Canon RT Gillian
Mr T Flannagan
Mr JE Bunting
Ms Eileen Jackson
Rev BJK O'Rourke
Ms S Honner

BOARD OF EDUCATION (NORTHERN IRELAND)

Ex-officio members

The Archbishop of Armagh, Most Rev AET Harper
Bishop of Clogher, Rt Rev MGStA Jackson
Bishop of Down and Dromore, Rt Rev HC Miller
Bishop of Kilmore, Rt Rev KH Clarke
The Bishop of Connor, Rt Rev AF Abernethy
The Bishop of Derry, Rt Rev KR Good
Canon Lady Sheil
Rev FJ McDowell

Elected members

Armagh	Rev Canon JW McKegey Mr LV Johnston
Clogher	Vacant Mr SB Morrow
Derry	Rev MRK Ferry Mr MA McSparron
Down	Rev Canon Robert Howard Mr JE Bunting
Connor	Ven SB Forde Dr KF Dunn

Co-opted members

Mrs MP Wallace
Dr TW Mulryne
Mrs H McClenaghan
Mr TW Flannagan
Mr RM McKinney
Mrs R Forde
Rev Canon RT Gillian
Canon W Young
Professor K Bell

Observers

Rev P McDowell
Mrs F Brunt

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

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BOARD OF EDUCATION (REPUBLIC OF IRELAND)

Ex officio members:

The Archbishop of Dublin, Most Rev JRW Neill (Chairman)
Honorary Secretaries - Ven REB White, Mr S Harper

Elected by House of Bishops:

Bishop of Kilmore, Rt Rev KH Clarke
Bishop of Cork, Rt Rev WP Colton

Diocesan Representatives: Mr A Oughton, Rev G Wharton

Post primary representatives: Mr M Hall, Ms R Maxwell-Eager

Third level representatives: Professor P Johnston, Dr A Lodge

Primary representatives: Rev BJG O'Rourke, Ms E Jackson

CIYD: Ms CL Bruton

Sunday School Society: Rev A Taylor

Co-options: Rev Canon RJEFB Black, Ms S Honner

Secretary, Board of Education (Republic of Ireland) - Vacant

Acting Secretary - Mrs J Byrne

Board of Education – Report 2010

Appendix B

SECONDARY EDUCATION COMMITTEE

REPORT 2010

Membership

Church of Ireland

Rt Rev WP Colton, Bishop of Cork, Cloyne and Ross (Chairman)
Rev Canon RJEFB Black
Mrs JM Bruton
Mr E Lindsay [from January 2010]
Very Rev NN Lynas [Resigned November 2009]
Mrs P O'Malley
Rev BJG O'Rourke
Ms EE Oldham
Mr A Oughton

The Presbyterian Church

Mr B Duffy
Rev CM Hunter (Deputy Chairman)

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 John E 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 ensure necessitous Protestant children may attend Protestant secondary schools and the representation of the interests of the member churches in the post-primary education system.

The Committee operates as a limited company thus allowing both the corporate body and the liability of individual members to be appropriately insured.

Personalia

Rev Canon DTS Clements retired from the Committee in April 2009. Her experience as a primary principal and secretary to a diocesan board of education had been of significant benefit to the Committee's deliberations. Dean Lynas resigned on his appointment abroad. He had been a strong representative for the community in the South East. The Committee welcomed Mr Adrian Oughton and Mr Edward Lindsay to membership on behalf of the Church of Ireland Board of Education.

Block Grant Scheme

Enrolments (2009/10) in the twenty-one fee charging schools totalled 9,863 (9,816 in previous year). This figure does not include the five comprehensive schools. In the school year 2008/09 the audited accounts showed the total amount, received from the DE&S, was €6,555,763 (€6,222,591), the grant in aid of fees totalled €5,528,025 (€5,348,927) and capitation adjustment grant €1,863,082 (€359,405). The net cost of administering the SEC scheme was €14,817 (€28,530). 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 2009/10 school year: 1,622 day grants (1,451), 924 boarding grants (914), 2,546 in total (2,365).

The Committee agreed to increase grants for the school year [2010/11] on a scale from boarding €1,140 - €4,947 (€1,140 - €6,699) day €480 - €2,820 (€480 - €2,505). An increase in certain allowances was also agreed in relation to the reckoning of assessments. This resulted in improved access to grants for a number of families.

The Administrator, Mr Wynne and his assistant, Mrs McAuley, 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.

Educational Developments

The period under review saw an active and effective campaign in setting out the importance of the fee charging schools to the Protestant community, the impact of the negative change in the pupil teacher ratio and the ongoing costs arising from the removal of ancillary and support grants. The campaign led by the Committee on Management involved the lobbying of Government Ministers, opposition spokespersons and other senators and deputies together with a valuable conference on the role of the schools and their future which attracted a capacity attendance of parents, teachers, school governors and educationists.

The so called Bord Snip Nua or McCarthy Report made recommendations which would have been penal in the extreme to the fee charging schools and could have had an horrendous impact on families. A budgetary submission was made to the Dept of Finance and thankfully the McCarthy recommendations were shelved at least for the time being.

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The Minister for Education & Science, Mr Batt O’Keeffe TD, made clear at a meeting that the Block Grant was not in question but that differential funding in respect of the schools in the Protestant sector was no longer possible citing legal advice based on an interpretation of the Constitution. He offered participation in a working party and this was rejected. However, following a meeting of the Archbishop of Dublin and the Chairman with the Secretary General a dialogue has been put in place and a number of options have been set out for consideration by the schools.

Some individual schools have begun to explore the possible implications of providing free tuition which would provide a more beneficial pupil teacher ratio and access to certain ancillary grants while continuing to charge for services provided outside the scheduled timetable. This would also mean a higher boarding grant for pupils who are eligible by reason of distance from their nearest appropriate school.

The Secondary Education Committee has taken initial steps to consider how the delivery and structure of post-primary education for the Protestant Community might be considered in the future taking into account the context of the historic background and question of Protestant identity and ethos. The Committee on Management together with the Council of School Governors has put in place a group to consider both the possible options suggested in discussion with the DE&S and the consideration of other possible approaches to the funding of the schools.

The schools have sought to minimize the impact of the cuts and reductions in teaching resources and the education of pupils has been safeguarded while parents have not yet had to bear significantly increased costs. The long term impact on issues such as maintenance and refurbishment of buildings, many of which are old, has yet to be seen.

Administration

The Committee maintains a review and appeal procedure for applicants who are dissatisfied with a decision by the grants office. There was no use of these procedures in the year under review.

The Committee appreciates the work of the Administrator, Mr David Wynne, and his Assistant Ms B McCauley who continue to give friendly and effective assistance both to applicant parents and to the schools. Canon John McCullagh has continued as Secretary, in a temporary capacity, in which role he also discharges the duties of Secretary to the Committee on Management and the Council of School Governors.

Appendix C

SUNDAY SCHOOL SOCIETY REPORT

In 2009, the Sunday School Society celebrated its bi-centenary. As part of our celebrations, 'Brainarama Special', a fun event for children was held in Castleknock Parish Centre in March. At the beginning of Lent a Special Project was launched to raise money for the work of Sightsavers. The Project was undertaken by Sunday Clubs throughout Ireland using the specially designed leader and children's packs. The packs included lesson plans, games, worksheets, Braille cards, pencils and DVD. Money was collected in the collection boxes provided or in Smartie Tubes. A cheque for €10,000 was presented to Mr John Fleming, Head of Sightsavers Ireland at our final celebration which was a Children's Choir Concert, entitled 'A Celebration of Childhood', in Rathfarnham Parish Church in May.

Throughout the past 200 years many things have changed but the Society is still committed to providing training for leaders and resourcing the work of children's ministry in the Church of Ireland.

A leader training evening was held in February in Holy Trinity Church, Rathmines when our speakers were Rev Anne Taylor, Mrs Heather Wilkinson and Ms Lynn Storey. They explored how to keep children's groups fresh and vibrant by looking at new ways of story telling, craft and games as well as by looking at the many courses available.

In November the eighth annual Children's Ministry Conference 'Building Blocks' took place in Dublin and Belfast. The Society continues to be involved in the organising of the Conference with Rev Anne Taylor as Chairperson of the Dublin committee and Mrs Heather Wilkinson as venue organiser. Along with a wide variety of seminars the keynote speaker was Ms Kathryn Copsey, a trained community worker and founder and Project leader for CURBS (Children in URBan Situations). The event was attended by over 200 delegates from all over Ireland and continues to be a great source of inspiration and encouragement. Details of 'Building Blocks' 2010 can be found at www.buildingblocks.ie

2009 saw changes in the Society's Committee membership. We will greatly miss Rev Anne Taylor who served as a committee member for many years and latterly as Children's Ministry Officer though we are pleased that she remains in touch with the Society. We also said a sad farewell to Mr Douglas Bailey who in his time with the Society served as both Treasurer and Secretary. We thank them both for their service to the Society. We welcomed Ms Alana Carter, Ms Sarah Marry and Ms Celia Taylor as new members.

The Society had raised with Standing Committee the concern over the need for a strategic way forward for children's ministry in the Church of Ireland. In response the Standing Committee called a meeting of interested parties and the decision was made to set up a Working Group to look at the issues concerning ministry among children in the church.

Due to financial restraints the Bookshop staff, Ms Gillian Kohlmann and Ms Betty Cox, now have reduced hours in the Resource Centre. They continue to play a vital role in the work of the Society for which we are deeply grateful. The Resource Centre Bookshop is

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now open Monday to Thursday 10.00am to 4.00pm and full details are available on the website www.sundayschoolsociety.ie The Society has very much appreciated the continued support of so many parishes and individuals during a time of recession and hopes to serve the Church of Ireland for many years to come.

CHURCH OF IRELAND YOUTH DEPARTMENT

REPORT 2010

MEMBERSHIP

Executive

President Rt Rev AF Abernethy
Treasurer Mr E Hardy
Secretary Dr Q Heaney

Rev PL Storey
Mr A Brannigan
Mr D Brown (Youth Ministry Co-ordinator) *ex-officio*

Resigned

Rt Rev Dr RCA Henderson resigned January 2009
Vice Chair Rev RS Miller (Chairman of Executive Committee
resigned December 2009)

Central Board – Executive (*above*) and:

Mr A Brannigan Mr N Jackson
Mr S Brickenden Rev MT Kingston
Ms J Clingan Rev PG McGlinchey (resigned May 2009)
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 Elmwood Avenue, Belfast

Mrs B Swann

Executive Summary

The Church of Ireland Youth Department in submitting this report, gives thanks to God for his continued faithfulness to the ministry of serving young people across the Church and wider society. The General Synod's attention is drawn to:

- A review of CIYD's 2009 ministry programme;
- CIYD's 2010 programme, objectives and future developments;
- A review of CIYD's networks and partnerships;
- Concluding comments.

Programmes and developments during 2009

2009 saw a number of encouraging developments occur within and around the work of CIYD. A number of significant programmes and developments are reflected upon in this report.

'Reflect' Residentials

Targeting young adults aged 16 – 25, the *'Reflect'* programme aims to equip young adult volunteers with their first experience of youth work training. As such, two residentials occurred in January 2009, one in the Diocese of Cork, the other in the Diocese of Derry attracting between them 135 young adult youth leaders. CIYD greatly appreciates the strategic role of our Dioceses in helping support and shape the *'Reflect'* residentials.

'Connect' Training Days (Northern Ireland)

Over 70 full-time or part-time youth workers are now active across the Church of Ireland in Northern Ireland. The *Connect* programme provides a busy training schedule and learning opportunities for these youth workers. In partnership with the Methodist Church in Ireland, the *Connect* programme in the period January to December 2009 has covered items such as:

- Reflective youth work practice;
- Mentoring young people;
- Developing volunteers.

It would be fair to say that in the main these training days have been well attended by Church of Ireland youth work colleagues and, importantly, growing numbers of Methodist youth workers as these days are co-facilitated with the Methodist Youth Department.

'Emerge' Training Days (Republic of Ireland)

The *Emerge* programme sees CIYD, in partnership with the Church of Ireland Diocese of Dublin and Glendalough, facilitate training and resource days for youth workers in the

Church of Ireland Youth Department – Report 2010

Church from across the Republic of Ireland. These days have seen a wide uptake of training and resourcing opportunities across the Republic of Ireland by youth workers. Plans are currently being drafted to see specific *Connect* days across the Republic of Ireland in place for 2010.

'Jump' Programme

It has been very encouraging to see the CIYD young adult year-out programme, (the *Jump* programme) develop and mature this year. The interns themselves, based in Belfast, Londonderry, Sligo, Bangor and Dublin have engaged in youth work across a range of communities and young people's needs. From the *Jump* programme's first year, two interns have been offered full-time youth work positions and three were offered places on the new Centre for Youth Ministry Youth Work degree programme.

Encouragingly, the new *Jump* intern programme has successfully recruited another six young adults for the year 2009/2010. These exceptional young adults have been placed in Cork Diocese, Dublin and Glendalough Diocese, Connor Diocese, Down and Dromore Diocese and Clogher Diocese. For a full update on the *Jump* interns and their hosting parishes, please visit www.ciyd.org. *Jump* evidences the hard work and commitment of the *Jump* Co-ordinator and her role in advising parishes and potential interns.

Summer Madness

It is again with gratitude to Christ that CIYD in partnership with Youth Link NI, ran a very successful and well received '*Connect*' coffee shop and seminar programme during Summer Madness 2009. Much thanks must go to Mrs Hamill, her husband Stewart, and her team of volunteers including Mrs Barbara Swann and her husband John.

Urban Soul

This year's *Urban Soul* event also went very well. Mr Shane Tucker's role in providing security for the event was well received and he over saw a number of volunteers.

Confirmation

CIYD can report that a working group has been established and a questionnaire distributed across the Church of Ireland regarding this study. To date, over 300 questionnaires have been returned and the full findings and recommendations of this study will be made available to the General Synod in 2011.

Diocesan Support

The staff of the Youth Department have continued their support and facilitation of Diocesan youth initiatives across the Church. It is worth noting the high levels of activity and ministry across the Dioceses and many parishes, and this level of ministry was borne out in last year's all-Ireland Youth Work Audit of the Church's youth work. From

CIYD's viewpoint, the 'synergy' between Parish and Diocesan initiatives and CIYD's all-Ireland programme and staff expertise remains a joy to experience and support. A summary of Diocesan youth activity is given below:

Diocesan Youth Ministry Review

Armagh Diocese

The Armagh Diocesan Youth Council organizes six key events each year, as well as additional occasional training meetings for Youth Leaders. Four of the annual youth events feature worship and teaching and take place in Parish Halls across the Diocese. They are usually well attended and we hope are of great encouragement to young people attending. An annual highlight is the ADYC Easter Dawn Service held at The Argory (a National Trust property near Moy, Co Tyrone). Several hundred people of all ages attend this open-air Holy Communion Service led by the Archbishop. A recent addition to the annual programme was the Diocesan Youth Weekend, which, in 2009, took place at the Kilbroney Centre, Rostrevor.

Cashel and Ossory Diocese

It has been an exciting year-and-a-half for the Dioceses of Cashel and Ossory. Since coming on board in November 2008, Mr Scott Evans, the Diocesan Youth Officer, has been pioneering work throughout the South-East through *Elemental*, a Diocesan youth initiative that functions as a youth ministry development agency. *Elemental* is funded by the Dioceses and also by individual churches which agree to support and invest in it. In September 2009, the first full-time internship began with two students and a part-time team manager. It is hoped this will generate much needed youth leaders in the short-term and train passionate, capable indigenous youth workers for the future. *Elemental* hopes to fill this team in the future through its work experience programme, taking on 15-16 year-old students on work placement throughout the academic year.

From *Elemental* has come 'Stoke', a music team with a vision for developing worship through music in local churches. The immediate plan is to take services and give people a more varied idea of what our musical expression of worship can be. It also hopes to invest in and develop local worship leaders who will not just introduce new music but also work alongside churches in creating indigenous music for incorporation into services.

Elemental is currently developing a schools ministry, fund-raising for its first mission trip overseas (to Maseru, Lesotho) and building youth ministries in urban centres and rural areas by bringing in outside teams, training of local leaders and sending its team to assist these initiatives throughout the year.

Clogher Diocese

Clogher Diocesan Youth Council operates under the name of *J¹*, meaning *Jesus First*.

J¹ Big Night Out

140 young people and their leaders enjoyed a meal at the Killyhevlin Hotel, Enniskillen on 27 March. Mr Alain Emerson was the guest speaker and he shared his faith with the young people who then enjoyed the music/social led by local group 'Hitched'.

Leaders' Retreat

Members of the *J¹* committee spent the weekend of 15-16 May 2009 on Lusty Beg Island at a *J¹* Planning Residential facilitated by Mr Andrew Brannigan. They discussed issues such as:

- What is happening that is positive for youth ministry in Clogher?;
- What are the weaknesses and struggles in youth work across Clogher?;
- Who are we, and what do we exist to do?;
- What would we like to see happening regularly in diocesan youth ministry in Clogher by 2012?;
- Considerations for a plan of action.

Discussions are still on-going regarding the possible employment of a full-time youth worker in the diocese.

J¹ Grants to Young People

J¹ provided small grants to two young people working with Christian Churches either at home or abroad during 2009.

Youth Leaders' Training Day

On Saturday 19th September 2009, 24 youth leaders from across the diocese met in Lisnaskea for a training day. Mr Andrew Brannigan and Mrs Sharon Hamill led workshops on setting up a youth group, maintaining a youth group, suitable activities, practical considerations etc. This also generated some new members for the *J¹* committee.

J¹ Weekend 2009

The ninth annual *J¹* Weekend was planned for 20–22 November 2009 with Rev Trevor Johnston as the main speaker on the theme '*R and B – Repent and Believe*'. Unfortunately this has had to be called off at the last moment due to severe flooding at the Share Centre, Lisnaskea. This event was re-scheduled for the first weekend in March 2010.

Connor Diocese

Under the auspices of Bishop Alan Abernethy, a small team of full-time youth workers and clergy have engaged in a busy programme of parish support and workshops across the diocese. These events for clergy, youth workers and youth leaders have been called 'Energize' and have proved well received and encouraging.

Cork Diocese

CDYC has continued to develop youth ministry in the Diocese over the last year. We are now midway through our 3 year strategic plan and this has provided the opportunity to reflect on what has been achieved. CDYC has a three-pronged approach to youth work. First, the development of parish-based youth groups working in partnership with the clergy and parish youth workers and training leaders for this task. Secondly, by running a programme of events throughout the year involving a broad range of activities, some run in the Diocese and some further afield. In Summer 2009, in partnership with CMS, a group went to Romania to assist with children's camps and a return visit for the Romanian group is planned for summer 2010. The third element of CDYC's work is the schools' programme. In 2009 a broad questionnaire was delivered to teenagers in schools resulting in the *SNAP* report giving views on various life issues. Also, with financial support from the Anna Lindh Foundation, a project entitled 'Stop Judging Me' was run in a number of schools looking at issues of diversity and integration. The Mothers' Union in Cork has secured grant assistance for the employment of a Project Development Officer who will work in partnership with CDYC to further develop the schools' programme and work with parishes to develop family ministry.

Derry and Raphoe Diocese

Since the loss of our Diocesan Youth Officer in Derry and Raphoe Diocese there has been a lull in activities which the *Sitting Ducks* and *Roots* groups really miss. Whilst *Sitting Ducks* groups have continued to meet, and *Roots* also meet of their own accord, they are definitely feeling the loss of a leader. We are delighted to announce that from September a new Diocesan Youth Officer (DYO), Mr David Cavan, presently youth worker in Ballyholme, will be joining us. We are greatly looking forward to a new era in youth ministry here in this United Diocese. There is a *Sitting Ducks* weekend planned for March 2010 and a trip to *Summer Madness* in June. We are grateful to everyone who has helped maintain youth work across the diocese in the absence of a DYO. We would like to take this opportunity to wish Mr Shaun McCormick every blessing in his new posts. The success of the *Sitting Ducks* project is largely down to him.

Down and Dromore Diocese

The Diocese of Down and Dromore in 2009 had established work with young people taking place across over 50 parishes, facilitated by over 1,100 volunteers and 29 paid

Church of Ireland Youth Department – Report 2010

staff. This work ranges from Youth Fellowships and Bible studies to work in schools and Drop-ins. In addition, the diocesan work in 2009 concentrated on initiatives in areas such as training and confirmation as well as the development of support resources for parishes.

Dublin and Glendalough Diocese

Mission, Community, Training and Resourcing continue as the primary goals of 3Rock Youth, the Dublin and Glendalough Diocesan youth initiative. From cathedrals to schools, DVD resources to leadership training, youth weekends to town festivals, radio to TV, internships to Ploughing Championships and summer camps to *Urban Soul*, 3Rock continues to engage creatively with thousands of youth where they are at, in a language they understand. With full-time and part-time youth workers now in the double digits, the priority of building today's Church today, continues to exhibit itself in sharp focus. www.3rock.net contains an RTE-featured, Gazette-award-winning resource.

Kilmore Diocese

Youth Ministry in the Diocese of Kilmore, Elphin and Ardagh continues to grow. With parishes taking on the responsibility of developing youth groups throughout the diocese. 2009 saw the parishes in the Sligo area employ a full-time youth worker for the first time. Youth work also continues at a Diocesan level. Such events include Youth Services; a Diocesan youth camp; an Ice Trip to Belfast; Mission trips to Romania, and attendance at *Summer Madness*.

Limerick Diocese

The Diocesan Youth Ministry & Diocesan Resources Development Officer, Rev Vicki Lynch continued to work with parishes throughout the United Diocese in the development of parish youth ministry. There were considerable developments in a number of parishes, in particular Tralee, Limerick, Adare and Roscrea. Rev Vicki Lynch has also been to the forefront of the delivery of a number of training events, the most exciting of these being a two-year Certificate in Youth Ministry Course at Mary Immaculate College in Limerick. Vicki was ordained in late 2009 by Bishop Trevor Williams at a unique and special ceremony in Ennis, Co Clare.

The United Diocesan Youth Council completed a tremendous and packed programme of events including a Senior Spring Weekend; Music, Art, Drama and Dance Days for national school children; Confirmation Weekend; Junior and Senior Summer Camp; Junior Weekend; Participation at the *Anois* Youth Event in Kilkenny and at *Summer Madness* in Belfast; a number of *Taking a Leading Role* training events; Over-18s Weekend; the Annual Dinner Dance and a number of day trips. The Diocesan Youth Council also participated in an International Exchange Trip to Poland during the summer. The other parties on this exchange trip included a group from the Roman Catholic Church in France and the German Lutheran Church and all were hosted superbly by a group from

Church of Ireland Youth Department – Report 2010

the Anglican Church in Poland. The highlight of the year was the hosting of a joint event called *'Celebrate Together'* on Mission Sunday in Limerick during November in partnership with the Mothers' Union and the Bishop. This daylong event attracted over 500 participants.

Meath and Kildare Diocese

The Diocese has a vibrant youth club scene which operates at an individual parish level. A number of parishes have particularly large youth clubs. Grants to assist with running costs are available to youth clubs on application to the Diocesan Council. In 2009, the Diocesan Council provided sanction to appoint a Youth Coordinator on a part-time basis for the Diocese. Questionnaires were distributed amongst clergy and youth leaders in the Diocese in order to develop a job description. Interviews were held (with the kind assistance of the CIYD) and in late 2009 Mrs Alison Jones was appointed to the post.

Tuam Diocese

The Diocese has now established a programme at local and national levels. The main events are *Anois* and *Summer Madness* for the older group. A number of leaders went to a Training and Safeguarding Trust Day held by Mr Shane Tucker in Roscrea. Our juniors attend the Primary School service held by Bishop Richard Henderson, Dean Alistair Grimason and Canon Neal O'Raw in September and also junior camp in July. Group meetings are held every three to four weeks in Rathbarron Parish; Holy Trinity Parish; and, just before Christmas, a new group in Kilmoremoy, Dean Sue Patterson's Parish. Throughout the year we take the groups on various trips throughout Ireland. We also joined up with Mr Mark Dunwoody and Mr Ben Johnston from Cork and looked at Ecclesiastes while snowboarding in Poland. Training is held for those who may be keen to help as leaders. Last year four from our Dioceses went to Limerick over three weekends, to Rev Vicki Lynch and Mr Edward Hardy, who both run the leadership course there.

Launch of Youth Work Audit

It was an honour in June 2009 that the Minister of State for Children and Youth Affairs, Mr Barry Andrews (TD), alongside the Archbishop of Armagh, the Most Reverend Alan Harper, launched the first ever all-Ireland Church of Ireland Youth Audit. The Youth Audit of the Church's work, whilst very encouraging in terms of its review of youth work in the Church, also points to future challenges. CIYD gratefully acknowledges the kind support from the Youth Affairs Unit in the completion of this report. A full copy of the Youth report can be downloaded from www.ciyd.org. Copies of the report have now been circulated across the Church, to Youth agencies North and South and to a wide range of mission agencies within the Church of Ireland.

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Mr. Barry Andrews (TD), with the Archbishop of Armagh and the report's author Mr David Gardiner at the Youth Work launch, June 2009.

Diocesan Youth Officers' Network



Church of Ireland Youth Officers from across Ireland, May 2009

The month of May proved a busy time for CIYD. Firstly, in attending the Church's General Synod, much time and effort was given by the CIYD team to meeting the Church of Ireland at a central level and reporting back to the Church on Youthwork developments.

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The picture above shows Church of Ireland Youth Work colleagues and staff from CIYD at our annual youth conference in London. This was an important opportunity for CIYD and Diocesan colleagues to come together to examine issues of common concern regarding youth work and to work more collaboratively across the voluntary youth sector. It is hoped that a second Diocesan Youth Officers' network meeting will occur in November 2009 as a follow-up to some of the business conducted in May.

CIYD Staff

This report must also acknowledge the skill, expertise and commitment of the staff team of CIYD. Combined with deepening relationships with highly motivated Diocesan youth colleagues, networks across the Church and bodies outside the Church, a continued sense of 'synergy' in mission to young people remains strong.

CIYD Programme 2010

CIYD MINISTRY PROGRAMME 2010.	
'CONNECT' PROGRAMME Dates throughout the year	Series of 'in-service' training opportunities for Youth Ministers and volunteer youth leaders.
'CONNECT' VENUE @ SUMMER MADNESS 2-6 July 2010	CIYD's annual workshop and coffee bar space that supports youth ministry at the event.
'CONNECT' (R of I) Dates throughout the year	Series of training opportunities run in partnership with Dioceses across the Church of Ireland.
'DYO' CONFERENCE 25-27 May 2010	Annual networking and resource residential for Diocesan Youth Officers across the Church.
'REFLECT' (NORTH) 8-10 January 2010	Training and ministry opportunity for volunteer youth leaders aged 16 years and above.
'REFLECT' (SOUTH) 5-7 March 2010	Training and ministry opportunity for volunteer youth leaders aged 16 years and above.
'ANOIS' 2010 23-25 October 2010	Republic of Ireland youth ministry event for young people aged 13+ years.
JUMP PROGRAMME 2010 Young adult 'intern year'	Church of Ireland dedicated year 'in' for young adults exploring vocational issues and ministry.

New Developments

Whilst the Youth Department faces some challenges financially following RCB and Irish State funding cuts, the Department remains focused on delivering ministry and new initiatives throughout 2010 and into 2011. To this end, a few developing programmes and resourcing partnerships are worth noting:

Manus, a pilot training programme for clergy and line managers regarding employment and Human Resource issues for those parishes which seek to or have employed a youth worker. This pilot programme is being run with the kind assistance of the School for Social Entrepreneurs Ireland.

Health Action Zone, CIYD along with other denominations sits on a Health Action Zone overseen by the Belfast Health and Social Care Trust. Importantly, this forum provides faith perspectives on issues relating to young people and health including sexuality and relationships.

Finally, in collaboration with the Churches' Community Work Alliance and the Church of Ireland Theological Institute, a pilot scheme addressing *youth and community work issues* is being developed and piloted during 2010.

CIYD Partnerships and Networks

The Youth Department continues to represent the Church of Ireland on a number of important youth work networks across Ireland and further afield:

- *Youth Link NI* CIYD is represented by the Mr D Cavan; Mr A Brannigan; Mrs S Hamill and 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*;
- *Health Action Zone*.

Prayer Requests for Youth Work across the Church:

- That young people across the Church and society will be challenged and comforted with the Gospel of Jesus Christ;
- That Parish volunteers who work with young people will be strengthened and affirmed in their calling to serve the young;
- To give praise and thanks to the Lord for significant CIYD and Diocesan youth ministry initiatives and to pray that God renews energy, strength and vision.

Concluding Comments

The Church of Ireland Youth Department remains deeply indebted to the RCB for both financial and technical support for its work during 2009. The Department also acknowledges the huge contribution made to this vital ministry from the Youth Affairs Unit, The Department of the Office of the Minister for Children and Youth Affairs and the Priorities Committee. Youth ministry across the Church remains vibrant and exciting despite significant challenges. Above all, thanks must go to Christ, who seeks the well-being of both young people and those who work alongside them economically, emotionally and spiritually.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF
IRELAND YOUTH DEPARTMENT**

YEAR ENDED 31 DECEMBER 2009

BOARD'S RESPONSIBILITIES

The Board is responsible for preparing the financial statements in accordance with accepted accounting practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

Irish company law requires the Directors to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Department and of the surplus or deficit of the Department for that period. In preparing the financial statements, the Directors are required to:

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

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

The Board is responsible for keeping proper books of account, which disclose with reasonable accuracy at any time the financial position of the Department and to enable them to ensure that the financial statements are prepared in accordance with accounting standards. They are also responsible for safeguarding the assets of the Department and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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CHURCH OF IRELAND YOUTH DEPARTMENT
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2009

	2009	2008
	€	€
INCOME		
Department of Education (Republic of Ireland)	232,596	255,133
Representative Church Body	228,011	212,595
Donations	3,435	7,031
Priorities Fund	28,150	31,496
Insurance	1,652	3,072
Interest	329	3,559
Jump Team	15,518	18,266
Programme	<u>37,614</u>	<u>28,976</u>
TOTAL INCOME	<u>547,305</u>	<u>560,128</u>
EXPENDITURE		
<u>Staff & Volunteer Costs</u>		
Staff salaries and expenses	250,406	226,799
Central Board and Executive	12,921	21,993
<u>Training, Programme & Grant Allocations</u>		
Training events	42,992	67,048
Programme events	47,403	42,538
Devolved funding grants	100,980	96,374
Summer Madness	11,260	10,499
Youth Link NI audit fee	8,901	7,147
Jump Project Expenses	17,478	10,400
<u>Office & Administration</u>		
Insurance	8,615	8,812
Auditors fees	3,250	3,500
Rent	21,890	24,897
Telephone, postage and internet	7,759	7,808
Office expenses	12,761	10,325
Heat and light	1,912	1,329
Depreciation	7,234	8,002
Bank interest and charges	136	1,620
Resources	311	240
Youth work audit	6,952	-

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**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF
IRELAND YOUTH DEPARTMENT
INCOME AND EXPENDITURE ACCOUNT – CONTINUED
YEAR END 31 DECEMBER 2009**

	2009	2008
	€	€
Carried forward		
<u>Fees & Membership</u>		
General membership fees	1,524	1,372
Youth Link Northern Ireland	10,537	9,538
POCVA	<u>-</u>	<u>4,018</u>
TOTAL EXPENDITURE	<u>575,222</u>	<u>564,259</u>
	(27,917)	(4,131)
Foreign exchange difference	<u>6,036</u>	<u>(8,816)</u>
NET (DEFICIT) FOR THE YEAR	<u>(21,881)</u>	<u>(12,947)</u>

Note: The rate of exchange used at 31 December 2009 was STG 1.0 = 1.1259 EUR
(2008 - 1.0499 EUR).

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**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT
BALANCE SHEET AS AT 31 DECEMBER 2009**

	2009		2008	
	EUR€	EUR€	EUR€	EUR€
TANGIBLE FIXED ASSETS		7,985		13,134
CURRENT ASSETS				
Debtors and prepayments	83,232		75,761	
CASH AT BANK AND IN HAND				
Cash	<u>6,961</u>		<u>6,269</u>	
	90,193		82,030	
CURRENT LIABILITIES				
Creditors	<u>(40,795)</u>		<u>(15,900)</u>	
NET CURRENT ASSETS		<u>49,398</u>		<u>66,130</u>
NET ASSETS		<u>57,383</u>		<u>79,264</u>
GENERAL FUND ACCOUNT		<u>57,383</u>		<u>79,264</u>

Note: The rate of exchange used at 31 December 2009 was STG 1.0 = 1.1259 EUR
(2008 - 1.0499 EUR).

The Covenant Council – Report 2010

THE COVENANT COUNCIL

The Church of Ireland and the Methodist Church in Ireland

REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2010

MEMBERSHIP

Church of Ireland

Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Co-Chair)
Ms Elva Byrne
Very Rev Nigel Dunne
Rev Dr Maurice Elliott
Rev Barry Forde
Rev Canon Virginia Kennerley
Mr Cyril McElhinney
Rev Peter Thompson

Methodist Church

Rev Andrew J Dougherty (Secretary)
Rev Winston Graham (Co-Chair)
Rev Donald P Ker
Ms Gillian M Kingston
Dr Fergus O’Ferrall
Rev Janet M Unsworth

Facilitators’ Scheme

The Council has set up a working group to consider the issue of facilitation. For a number of reasons, the role of the Covenant Facilitators has not worked out as originally planned. Because we are in a different place now, the Council believes that at this stage it would be wise to use an existing and effective structure, namely that of the Church of Ireland Rural Deans, in consultation with local Methodist Ministers, as a means of gathering and sharing information about joint projects and other areas of co-operation between our two Churches. The Council is indebted to all appointed and unofficial Facilitators and appreciates their enthusiasm and ministry. They may be called upon again as the Covenant continues to impact at grass-root level.

Synods

While being aware of the full Agendas of Synods, the Council appeals to District Superintendents and Archbishops/Bishops to allow some space for the work of the Council to be considered and stories of joint projects to be heard. The Council believes this would help appraise wider audiences of the maturation in our covenant relationship and also highlight the work of the Council.

Covenant Service

As a further means of advancing relationships between both Churches, the Council encourages local ministers and priests to seriously consider sharing in a Covenant Service. Traditionally within the Methodist Church, this unique service takes place on

The Covenant Council – Report 2010

the first Sunday of a new year, but it could be considered at other suitable occasions when the emphasis is on renewal. In addition to its regular use in Methodism, this liturgy is regarded and used by many other Christian communions.

Interchangeability of Ministries

The Council is encouraged that each Church appointed representatives to working groups with the task of considering the significant matter of Interchangeability of Ministries. Each group has met regularly, both separately and together. Issues have been identified and articulated, including each Church's understanding of unity, episcopate/episcopacy and ecclesiology; there is a sense of optimism that these issues are surmountable and a genuine goodwill and desire exists that both working groups will agree a fruitful outcome so that the time in discussion will have been well-spent.

Queen's University of Belfast

The Council is pleased to learn that there is on-going conversation with the relevant governance of both Churches regarding the potential development of a joint Chaplaincy at Queen's University, Belfast. Although this project is only at the embryonic stage and many hurdles have to be faced, the vision and courage shown by the main players is to be encouraged and supported. This has the potential of being a very significant 'flagship' in the future for working together.

Membership

We welcomed two new members to the Council at our meeting in October 2009: the Rev Winston Graham, former President of The Methodist Church in Ireland, as Co-Chair, and Dr Fergus O'Ferrall as a Methodist representative.

The Very Rev Nigel Dunne completed his term in office as Secretary of the Council and was replaced by the Rev Andrew Dougherty. The Council is indebted to Dean Dunne for his commitment and enthusiasm.

Rev Dr W David Rock and Mr Philip Robinson resigned from the Council in the New Year because of other commitments. Their successors will be appointed at the Methodist Conference in June.

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APPENDIX A

RESOLUTION TO BE PROPOSED TO THE GENERAL SYNOD

The General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Methodist congregations on or around September 26 each year.

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COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE

REPORT 2010

MEMBERSHIP

The Archbishops and Bishops

Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Chair)	Rev John McDowell
Rev Canon Patrick Comerford	Mrs Roberta McKelvey
Rev Canon David Crooks	Dr Kenneth Milne (Honorary Secretary)
Rev Canon Dr Ian Ellis	Mr Trevor Morrow
Mr Sam Harper	Rev Daniel Nuzum
Rev Ian Knox	Ms Catherine Turner
Rev Darren McCallig	

Executive Summary

The centenary of the now legendary Edinburgh Missionary Conference of 1910 - an event which is rightly celebrated as providing the spark which ignited the modern ecumenical movement - has inevitably provided an impetus for widespread reflection on the current state of the ecumenical project. The Christian Church worldwide may indeed rejoice at the levels of contact, direct mutual support and shared worship enjoyed today between Christians of different traditions, shaped and motivated by a century of committed ecumenical endeavour. There can however be no justification for allowing matters to remain where they stand at present. It would be a betrayal of the entire ecumenical venture if the slogan 'unity in diversity' were ever permitted to replace the aspiration for the full visible unity of the whole Christian Church, and the Commission for Christian Unity and Dialogue in its work seeks to face this challenge with transparency and without equivocation.

A further challenge of a more practical nature, which continues to face the ecumenical movement (and thus the Commission), is that of finding new ways of linking vibrant ecumenical activity in local contexts with 'institutional' endeavours at ecumenical progress, and, as a corollary, of ensuring that the genuine and exciting advances in mutual understanding between different Christian traditions clearly seen at conferences and international gatherings become earthed and realised in the life of local Christian communities. It is therefore a real encouragement for the Commission that the Church of Ireland readily endorsed the recent bishops' Vision Statement which places ecumenism and dialogue with other faiths at the heart of the Church's agenda for the future.

As we have reported previously, the Commission operates through three distinct, though interrelated, sub-groups dealing respectively with inter-church (that is, ecumenical) affairs, Anglican concerns and inter-faith matters.

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Ecumenical affairs

Most Rev Dr Richard Clarke, Bishop of Meath and Kildare (Convenor)

Dr Kenneth Milne (Honorary Secretary)

Rt Rev Richard Henderson, Bishop of Tuam

Rev Canon David Crooks

Rev Daniel Nuzum

Mrs Roberta McKelvey

Mr Trevor Morrow

One Church of Ireland representative from the Covenant Council

One Methodist representative from the Covenant Council

We are bound to recognise the significance of the centenary of Edinburgh 1910, but note that while there will be commemorative events in that city, they are on a somewhat more modest scale than was originally envisaged. However, the executive committee of the World Council of Churches (WCC) will meet there and we anticipate that this meeting will help to bring the WCC's activities closer to our attention. The Church of England is marking the centenary of Edinburgh 1910 by mounting a conference in the course of 2010 and we hope to be invited to participate in that.

This sub-group relates to the various ecumenical instruments to which the Church of Ireland belongs (whose responsibilities and activities can be followed on their several websites).

- The Irish Council of Churches (ICC)
- The Irish Inter-Church Meeting (IICM) and its executive (IICC)
- Churches together in Britain and Ireland (CTBI)
- The Conference of European Churches (CEC)
- The World Council of Churches (WCC)

The Irish Council of Churches (ICC): There was a good attendance of Church of Ireland representatives at the Annual General Meeting, which was hosted by the Moravian Church at Gracehill Village, Co. Antrim on 2 April 2009. The theme, introduced by Ms Lorna Gold (Advocacy Manager at Trocaire) was *Living for to-morrow's world - green? global? greedy?*, the appropriateness of which in the Irish situation became painfully apparent in the course of succeeding months. The Chairman of the Commission for Christian Unity and Dialogue, the Most Rev Richard Clarke, Bishop of Meath and Kildare, was installed as vice-president of ICC and will become president at the AGM of 2010.

In the course of the year the general secretary, Mr Michael Earle, announced his intention to retire and we wish to express to him our appreciation of his commitment to the work of the ICC and his ready co-operation with us at all times.

The Irish Inter-Church Meeting (IICM): This body, in which the Roman Catholic Church is a full participant, grew out of the Ballymascanlon talks that were first held in the 1970s. Regular meetings of its executive committee (IICC) take place at which we are represented by

Commission for Christian Unity and Dialogue – Report 2010

the Most Rev Richard Clarke and Rev Canon Dr Ian Ellis. A recent development was the appointment of Mr Philip McKinley to the post of Ecumenical Officer, based in Dublin, but with a remit to strengthen local relationships throughout Ireland. This project is managed by the ICC but steered by an IICC group.

Churches Together in Britain and Ireland (CTBI): A major re-structuring of this organisation took place during 2009 and we participated in the meetings through which the process was accomplished. The general secretary, Rev Canon Bob Fyffe, attended our November meeting (and also addressed the Standing Committee of the General Synod on the following day) setting out in detail the role that CTBI now sees itself as performing for its member Churches. It will now seek to provide a service for the Churches in areas that are best addressed ecumenically, such as relations with Churches in China, and will operate through networks on which we are represented as follows:

Churches Racial Justice Network: Very Rev Gordon Wynne
Churches International Student Network: Rev Darren McCallig
Churches Inter-religious Network: Rev Obinna Ulogwara

Our chairman, the Bishop of Meath and Kildare, has been elected a trustee of CTBI.

The Conference of European Churches (CEC): The major event of the year was the 13th Assembly, held at Lyon, France, in July. The Church of Ireland was represented by the honorary secretary of the Commission for Christian Unity and Dialogue, Dr Kenneth Milne, (see Appendix A) and the Bishop of Meath and Kildare was present as a member of the ICC delegation. CEC came into being in 1949, in the wake of World War II, and played a vital role in maintaining links between the Churches on either side of the Iron Curtain. Circumstances have changed greatly, a fresh vision is required and a committee has been established to make proposals as to the future shape and policies of CEC. These will take account of the new challenges now facing Europe, perhaps the most urgent being climate change, which must be faced internationally (especially through the European Union) and by the Churches acting ecumenically. A department of CEC, the Commission for Church and Society, based in Brussels, relates very closely with the institutions of the European Union and also with the Roman Catholic Commission of the Bishops' Conferences of the European Community (COMECE).

The World Council of Churches (WCC): In 2009, the World Council of Churches appointed a new secretary-general, the Revd Olav Fyske Tveit, a theologian and pastor of the Church of Norway. We are hoping to establish better lines of communication with WCC in the months ahead as many of its concerns are of considerable local interest, both environmentally and ecumenically. It is a huge organisation with a large central committee and while a great deal of material is published, it is difficult to keep track of the work that is under way, and which can, misleadingly, appear remote from our local concerns. However, the executive committee of WCC is a relatively small body, and we shall seek to make ourselves more familiar with its proceedings.

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As distinct from our engagement with ecumenical matters through the above instruments, the Church of Ireland has relations of a more specific nature with Churches in Scandinavia (the Porvoo Agreement), Germany (Meissen Conversations see Standing Committee Report Appendix Q on Page 320) and France (Reuilly Agreement).

Reuilly Agreement: an agreement was signed in 1999 by representatives of the Anglican Churches of Britain and Ireland, of the Evangelical-Lutheran Church of France and of the Reformed Church of France. Modelled to a large extent on the Meissen process, regular meetings take place at which the Anglican Churches of Ireland, Wales and Scotland have been represented by the Very Rev Alexander Gordon, Provost of Inverness, who held the Anglican chaplaincy in Strasbourg at the time when the conversations were initiated. He has kindly provided the following elucidation of what is in hand:

Ecumenical agreements are really of two kinds for Anglicans. Because of our understanding of the nature of the Church and its relation to the ordained ministry, an agreement which allows *full* interchange of ministries requires a commitment to the historic episcopate and to the regularisation of the ways in which ordained ministries are used within the life of the Church. Hence the Porvoo agreement between the Nordic and Baltic Lutheran Churches and the Anglican Churches in Britain, Ireland and other European Countries has a facility for full interchange of clergy, because all will be episcopally ordained and a common church discipline is acknowledged. Such agreements are hard won but there have to be changes in church life and discipline after them.

However there is another kind of agreement – and at present it is in this category that the Reuilly Agreement falls – which is one of recognition and expressive of a commitment to go on discussing together and wherever possible working together in our common mission. This kind of agreement does not involve the interchangeability of ministries but it does commit both sides to agreement on ten important areas of agreement on the fundamentals of the faith – scripture, the creeds, justification and sanctification, the nature of the Church, worship and sacramental life, baptism and eucharist, the corporate priesthood of the whole people of God, ordered ministry and oversight exercised in personal, collegial and communal ways, and hope in the final consummation of the kingdom...all our churches are in change and are in the process of considering the balance between the various dimensions of oversight (*episcopo*).

Inter-Faith

Rt Rev Dr Michael Jackson, Bishop of Clogher (Convenor)

Rt Rev Trevor Williams, Bishop of Limerick

Rev Canon Patrick Comerford (Honorary Secretary)

Very Rev Patrick Rooke (resigned 2010)

Rev Obinna Ulogwara

Rev Darren McCallig

Mr Sam Harper

Dr Susan Hood

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The downturn in the economies, both North and South, raises fears for some that the backlash may result in new attacks on the diverse communities on this island. This in turn could have serious and damaging impacts on inter-faith relations and dialogue.

Positive and pro-active steps can help build community and build confidence between faith communities.

To this end, the Inter-Faith Working Group is organising a major conference on Inter-Faith relations and dialogue, which will take place in the Church of Ireland Theological Institute, Dublin.

Dioceses will be asked to send representatives, along with chaplains working in areas such as hospitals and education, in the hope that each diocese and sector ministry can have equipped lay and clerical inter-faith advisers who can help all of us through the maze of problems, difficulties and opportunities that arise in encounters, including marriages, bereavement and community events, and in schools and hospitals.

In recent months there have been a number of positive developments in the area of the Church of Ireland's engagement with inter-faith dialogue. Among these, the warm welcome extended to staff and students of the Theological Institute during recent visits to the principle mosque and synagogue in Dublin indicate the positive potential for the future of the engagement of the Church of Ireland in interfaith dialogue.

Anglican affairs

Working Group for Anglican Affairs

Rt Rev Michael Burrows, Bishop of Cashel and Ossory (Convenor)

Ms Catherine Turner (Honorary Secretary)

Rt Rev Harold Miller, Bishop of Down and Dromore

Rev Canon Dr Ian Ellis

The Church of Ireland representative on the Porvoo Contact Group (Rev John McDowell)

The Church of Ireland representatives on the Anglican Consultative Council (Rev Dr Maurice Elliott and Ms Catherine Turner)

Mr Ian Smith (Deceased 2009)

Mrs M Patricia Wallace (Resigned 2010)

The Group was saddened at the passing of Working Group member Mr Ian Smith, whose thoughtful participation in the debate will be greatly missed. The resignation from the Group of Mrs Paddy Wallace was also regretted, her energy and insight have been of great value to the Group.

Anglican Consultative Council

The working group received reports on ACC 14 (held 2 – 12 May 2009 in Jamaica) from the Church of Ireland members, Rev Dr Maurice Elliott and Ms Catherine Turner.

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Anglican Covenant

The working group continued to follow the developments relating to the proposed Anglican Covenant. It will be assisting the Commission for Christian Unity and Dialogue in assessing the consonances of the Covenant with the formularies of the Church of Ireland.

Anglican Networks

In light of information gathered at ACC14 the working group advised the main Commission on appropriate Church of Ireland engagement with the various Anglican Networks.

Porvoo Communion

The working group considered reports from the Church of Ireland Contact person Rev John McDowell both prior to and post the meeting of Porvoo Primates and Contact Group held in Porvoo, Finland, from 11 to 16 October 2009. This included consideration of the relationships within and beyond the Porvoo Communion.

The Porvoo Communion continues to strengthen its common life through regular meetings of those appointed as Porvoo Contact Group representatives by signatory Churches, by the interchange of views, by diocesan links and by providing opportunities for theological reflection at conferences convened by the Communion or by member Churches individually.

The principal meeting in 2009 was that of the Primates of the Communion held in the Cathedral town of Porvoo, Finland

The Primate's Conference

Climate change, diaspora congregations and the understanding of communion amidst the current economic crisis were among the topics discussed as the primates and presiding bishops in the Porvoo Communion met in Porvoo, Finland from 12 to 13 October 2009.

The primates and presiding bishops of the Porvoo Communion meet every other year to discuss matters of common interest. This year the meeting was held in the historic city of Porvoo, which gives its name to this communion of Anglican and Lutheran Churches in several European Countries.

The Norwegian Presiding Bishop, the Rt Rev Olav Skjevesland, gave a presentation on climate change and its impact on the world's economy, especially its detrimental effects in many of the developing countries. He also shared the resolution of the Church of Norway to enter into a process of ecological reform on all levels of Church life.

The bishops welcomed a presentation from a Lutheran and an Anglican from Finland on how communion can work in practical ways. Rev Dr Tomi Karttunen gave an overview of how the Evangelical Lutheran Church of Finland has worked for many years with immigrant Churches and how the Anglican Diocese in Europe has contributed to the enrichment of the life and worship of the Lutheran Church. Rev Rupert Moreton, local Anglican chaplain of the Diocese in Europe, gave a moving description of worship in an Anglican Sudanese

Commission for Christian Unity and Dialogue – Report 2010

congregation in Northern Finland and challenged the bishops to look at diaspora congregations in the light of diverse patterns of migration. The bishops called for a consultation on diaspora communities in the Porvoo context.

Common challenges in the Porvoo Churches at present include the impact of the current economic crises, issues in human sexuality and the question of the responsibilities and privileges of being in communion. These challenges are felt within each Church family. The Archbishop of Wales, the Most Rev Barry Morgan, gave an insight into the complexities of finding consensus within the Anglican Communion. The Archbishop of Sweden, the Most Rev Anders Wejryd, spoke about the Lutheran World Federation and how it is working through potentially divisive issues.

The bishops recommended that further work needed to be done on how the Porvoo Churches, as Churches in communion, should consult with one another about decisions that would have communion wide consequences.

The Evangelical Lutheran Church of Denmark

Having enjoyed observer status since the early 1990's, the Evangelical Lutheran Church of Denmark has decided to come into full membership of the Porvoo Communion by signing the Porvoo Declaration. The Danish Church has long been a supporter of Porvoo and it is an occasion of great rejoicing that reforms within her own governmental structures has facilitated a decision for full membership.

The Porvoo Communion is a communion of Churches, mostly in Northern Europe, that have signed a declaration to "share a common life in mission and service". The Churches that signed the Agreement are The Evangelical-Lutheran Churches of Estonia, Lithuania, Sweden, Norway, Iceland and Finland and the Anglican Churches of Wales, Ireland, Scotland and England. Two Churches from Southern Europe also belong to the Porvoo Communion. They are the Lusitanian Church in Portugal and the Reformed Episcopal Church of Spain. The Evangelical Lutheran Churches of Denmark and Latvia have observer status.

Fetter Lane Common Statement

It is the intention of the working group to study the implications for the Church of Ireland of the 'Fetter Lane Common Statement of 1995' reached between the Church of England and the Moravian Church of Great Britain and Ireland.

Anglican Networks

The increasing availability of electronic means of communication has led to a growing awareness of the ease with which contact between Churches can be fostered in new ways. The Anglican Communion seeks to benefit from the possibilities for consultation provided by electronic mailing and websites which are both speedy and cheap. Hence the setting up of a system of Anglican networks co-ordinated from the Anglican Consultative Council offices in London. While it is envisaged that the members of the networks will meet from time to time,

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and even hold occasional combined meetings, much business, such as sharing news and exchanging models of good practice, will be transacted electronically.

Church of Ireland participation in the networks thus far is as follows:

Anglican Health Network: Mr Martin O'Connor (Bishops' Appeal)

Anglican Communion Legal Advisors' Network: the Rt Rev Paul Colton, Bishop of Cork, Cloyne and Ross

Anglican Peace and Justice Network: the Rt Rev Trevor Williams, Bishop of Limerick and Killaloe

Network for Inter-faith Concerns (NIFCON): the Rt Rev Michael Jackson, Bishop of Clogher

International Women's Network: Canon Doris Clements – has now completed her term. The Church of Ireland has not appointed another representative at this time.

Anglican Refugees and Migrants Network: Mr Philip McKinley

Anglican Urban Network: Very Rev John Marsden

Theological Education: Dr Maurice Elliott

International Anglican Family Network: Mrs Roberta McKelvey

International Anglican Youth Network: a nominee of the Church of Ireland Youth Department

APPENDIX A

Report by Dr Kenneth Milne (Honorary Secretary of the Commission for Christian Unity and Dialogue) on the meeting of the ecumenical officers of the Four Nations (England, Ireland, Wales and Ireland) at St Andrew's House, London, from 16 to 17 February 2010.

Every two years or so those with ecumenical responsibilities in the four Anglican Churches in Britain and Ireland convene for an exchange of information and views. This time we met at the Anglican Consultative Council offices in London.

Those taking part were Mr Paul Avis and Mr Roger Paul (Church of England), Gwynn ap Gwilym (Church in Wales), Ms Elsbeth Davey (Scottish Episcopal Church) and myself.

We discussed the various ecumenical bodies to which we belong:

1. World Council of Churches (WCC);
 2. The Conference of European Churches (CEC);
 3. Churches Together in Britain and Ireland (CTBI);
- and, locally, Churches Together in England (CTE); Churches Together in Wales (CYTUN) and All Churches Together in Scotland (ACTS). I referred to the existence of two inter-Church groupings in Ireland, the Irish Council of Churches (ICC) and the Irish Inter-Church meeting (IICM), explaining the origins and different composition of each of these.

The World Council of Churches (WCC)

A programme team from the WCC recently visited the Scottish Churches and is likely to have gained the impression that much needs to be done to improve communications with member Churches in these islands. There is a Scottish member of the Central Committee of the WCC, and there has been mention of the possibility of that committee visiting England. I spoke of our feeling of remoteness from the WCC and mentioned that while undoubtedly the world wide web is a remarkable source of information, and we do not avail ourselves sufficiently of it, it can by no means replace the opportunities for engaging with topics that come from personal encounter and discussion.

The Conference of European Churches (CEC)

Our group noted that the major event of last year was the 13th Assembly held at Lyon and that this organisation, founded in the immediate aftermath of World War II, when Europe was divided by the Iron Curtain, is seriously considering how its role needs to be adapted to meet the new Europe that has emerged.

Churches Together in Britain and Ireland (CTBI)

The recent re-structuring of CTBI was applauded, as was its intention to work with the Churches on issues such as the Churches in China and to provide pre-meeting briefing sessions in connection with international events (one was held before the CEC Assembly at Lyon). It was thought that CTBI might also fulfil a useful role by facilitating opportunities for the national ecumenical instruments to talk to one other, though the spectre of yet another

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layer of ecumenical gatherings was not ignored. Again, might there be a role for CTBI in furthering developments in the ‘faith and order’ area?

ANGLICAN-ROMAN CATHOLIC RELATIONS

There was reference to the forthcoming ARCIC III, and it appeared that Anglican provinces have been invited to nominate for membership. The Anglican- Roman Catholic International Commission for Unity and Mission (IARCCUM) was described by one of our number as having been established to put wheels under the Anglican-Roman Catholic International Commission (ARCIC), having been set up to further Anglican-Roman Catholic relations in the context of ARCIC. The bishops of the Church of England relate to the Roman Catholic hierarchy of England and Wales in the matter and so the Church in Wales will have an observer at a forthcoming meeting (which is being held in Wales).

ANGLICAN-METHODIST RELATIONS

Each of our four Churches has a covenant relationship with the appropriate Methodist Church, which is somewhat complicated in that there is a Methodist Church of Great Britain, not separately for England and Wales, and that Welsh Methodism has two conferences, English-speaking and Welsh-speaking. The English, Welsh and Scottish Churches are studying a document entitled *Embracing the Covenant*, and such interest in the publications of our Covenant Council was expressed at our meeting that I have arranged for my colleagues to be supplied with copies of these booklets.

INTER-ANGLICAN

There was general agreement that while the larger Churches could not dispute the importance of ecumenism, it still does not engage the interest of their members as it might and should. There had been some hope that celebrating the centenary of Edinburgh 1910 would provide a stimulus for ecumenical endeavour but the Edinburgh 2010 events, perhaps overly ambitious to begin with, have been so scaled down in size that such hopes are greatly diminished. However, the Church of England is organising a conference (in the context of a meeting of its diocesan ecumenical officer at Swanwick later this year which will have Edinburgh 1910 very much in mind and we are invited to take part.

Anglican Networks, an Anglican Consultative Council (ACC) initiative, were briefly mentioned and I reported on our growing participation in these. The forthcoming meeting in Sweden of Church leaders and Porvoo contact persons was also mentioned and is regarded as of considerable importance given that strategy for the coming four years will be identified there. The matter of Church/State involvement in national marriage regulations is likely to be high on the agenda for that gathering.

Salient points emerging from the reports on ecumenical activities in the other three Churches were as follows:

England: It is the intention of the Church of England that its ecumenical business should, as far as possible, be carried out in partnership with the other three Anglican Churches in Britain

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and Ireland. England is experiencing a huge growth in the number of ethnic and house churches. Some of the latter have grown so large that they are purchasing large sites and buildings, often at a very low cost (a consequence of the economic situation), and there are some signs of co-ordination among them. UK government support for new housing has led to a vast growth in Britain of housing estates where the 'new' churches flourish. Churches Together in England, (CTE) of which the Free Church Council is a component has an active role to play in all of this. African Churches are a big feature of the English scene and while co-operation with them seldom goes beyond a sharing of buildings, the diocese of Southwark is regarded as having made good progress towards developing a closer relationship. While legislation through ecumenical canons facilitates such developments, important issues can arise as to legal liability, especially where this may be incurred by voluntary bodies.

The formation of a Faith and Order Commission/Committee is being proposed by the English bishops and proposals are in train for an inaugural meeting to take place at St Michael's College (Llandaff) in May 2011. The possibility of several representatives from the other nations being invited was aired and the dates of our General Synod are being taken into consideration to facilitate Irish participation.

Local Ecumenical Partnerships (LEPs) are very numerous in England (as they are, to some extent, in Wales and Scotland). There are at least 300 parish-based LEPs in England but it would appear that the model favoured by the Church of England is a more broadly-based, even diocesan, one. Here again, the legal redress to which volunteers (and parishes) may be exposed is a cause for concern.

Wales: Churches together in Wales (CYTUN) has a large and varied membership. Covenant relationships extend beyond the Church in Wales-Methodist agreement to the Covenanted Baptist Church in Wales, the Presbyterian Church of Wales and the United Reformed Church. The Commission of the Covenanted Churches in Wales has responded to the 2007 World Council of Churches (WCC) document *Called to be the One Church*, and a copy of this response was tabled at our meeting.

Scotland: Apart from Scottish involvement in the many matters referred to so far in this report, we heard about an important development whereby the Church of Scotland, the state Church, has set up a commission to study what is called 'territorial presence'. In other words, to review the Church of Scotland's historic claim to provide a ministry throughout the land.

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THE LITURGICAL ADVISORY COMMITTEE
REPORT 2010

MEMBERSHIP ELECTED IN 2007

Rt Rev Harold Miller (Chairman)	Rev Maria Jansson
Rt Rev Michael Burrows (Vice-Chairman)	Rev Peter McDowell
Rev Canon Gerald Field (Hon Secretary)	Rev Alan Rufli
Rev Canon Michael Kennedy	Dr Robin March (2007-2009)
Ven Ricky Rountree	Mrs Alison Cadden
Rev Elizabeth Hanna	Mrs Jacqui Wilkinson

Co-opted members

Rev Adrian Dorrian
Rev Sandra Pragnell
Rev Peter Thompson
Rev Robert Ferris (2009)
Ms Julie Bell (2008)

Consultants

Rev Canon Brian Mayne
Rev Canon Edgar Turner
Dr Donald Davison
Canon Lady Sheil
Mr Kenneth Rue (2009)

Church of Ireland Theological Institute Observer

Mr Paul Arbuthnot (2009)

EXECUTIVE SUMMARY

The work of the Liturgical Advisory Committee continues to evolve around developing and sourcing liturgical resources to support those involved in leading and participating in the worship of the Church of Ireland to the praise and glory of God.

The established sub-committees which have been the focus of much of that work continue to operate in the areas of Liturgical Education and Formation, Music, Art, Liturgical Space, Liturgical Resources and Electronic Liturgy.

The objectives for the coming year will be the production of the second volume in the *PRISM Series*, and the third volume of lectionary based psalms *Singing Psalms* for Year A. The work undertaken in consultation with parishes and dioceses in the area of Liturgical Space will come before General Synod this year, with enhancement of the Worship Website and worship resources for Lent Holy Week and Easter continuing. The Committee is also committed to giving further consideration to a form of eucharistic prayer(s) where children comprise a large proportion of the congregation. Our place within the international and interdenominational liturgical forums is respected and valued, as was experienced by our representation at the International Anglican Liturgical Consultation in New Zealand last August. The LAC will continue to represent the

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Church of Ireland at Anglican and interdenominational liturgical consultations, whilst hosting the Four Nations Liturgical Group in Dublin this year (an annual conference of representatives from the Liturgical committees of the Anglican churches in Ireland, Scotland, England and Wales).

REPORT

The areas identified for priority in last year's report have received attention by the Committee. A number have been brought to completion, whilst others return to our meetings for discussion and further development. Items considered during the year but not reported below included the liturgical use of oil (with a view to producing guidelines for good practice) and liturgy as theatre. Papers on both these subjects are to be brought before the Committee this year for further consideration.

In January of this year, we were pleased to welcome the Rev Peter Moger, Secretary to the Liturgical Commission and Worship Development Officer for the Church of England. He gave an extensive talk on the work of the Commission from the 1960s up to the present day, much of it paralleled in our own process of liturgical revision. The Committee noted its appreciation of the role of the Church of England Liturgical Commission, in particular the resources it had made available to the wider Church community through the *Common Worship* and *Transforming Worship* websites.

By its very nature the work of the Committee is dependent not just upon the resources of its membership, but also on suggestions made to it by those within the Church community in highlighting possible areas of liturgical development. We are grateful to all those who over the past year have identified ways in which we may support them in their ministry of worship.

LITURGICAL EDUCATION AND FORMATION

Celebrating Communion, the first in the *PRISM* series of parish based liturgical education programmes has received acclaim from those parishes which have used it as part of a parish programme, Lent course or confirmation preparation. Inspired by those responses the authors have worked on the second volume in the series looking at Baptism. Again the expectation is that this may be used in a variety of ways within the parish setting.

ART

This is a process of continuing exploration under three headings: building, liturgy and publicity. The LAC will consider the material presented relating to these areas during the coming year.

MUSIC

The work of Mrs Alison Cadden and the Rev Peter Thompson in producing an alternative to Anglican Chant or simply saying the psalms has been well received through the publication of *Singing Psalms* for Year B.

Following the pattern of the publication of the first volume, Year C was launched at two venues, this time in Derry and Cork. The settings for the Year A cycle of psalms are nearing completion, and will be available in time for Advent Sunday 2010. The LAC is also looking into the possibility of recording the psalms, thus enabling those

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congregations with no organist or choir to use this resource in a similar way to which the hymnal has been made available.

LITURGICAL SPACE

Last year, the LAC proposed the resolution which appeared in Appendix A of its report, and the Green Paper which appeared in Appendix B. Since then considerable work has been undertaken by both the LAC and this sub-group, to disseminate the information contained therein to parishes and dioceses, and to seek responses from them in order to prepare a Code of Good Practice concerning the development and use of liturgical space in our churches. In keeping with the previously publicised 3-year plan, the work of the group in formulating that Code of Practice will be brought before Synod this year.

LITURGICAL RESOURCES

As Church Hymnal 5 celebrates a decade since its publication, one subject in early stages of consideration is the gathering of new hymnody resources which have emerged during the past fifteen years, which could provide a modest, low-cost supplement to the hymnal. We would welcome suggestions for what might be helpful for such a supplement. All parish clergy would have received the previously circulated green folder *The Book of Common Prayer Resource Manual*. Its content is to be uploaded onto the website, and all future additions to those resources will be added via the Resources section of the website.

As noted in last year's report, the work of this sub-committee is largely dependent upon the needs of parishes and worship coordinators being identified and communicated to it. Once again 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

The work of this sub-committee over the past year has focused upon the Worship Page of the Church of Ireland Website. The Sunday lectionary readings are available via the Calendar, with the Daily Lectionary linked to the order for Daily Prayer coming on stream soon. Discussions with the author are also taking place to make available on line Bishop Darling's valuable resource *Sing to the Word*. The sampler of *Singing Psalms* which accompanied the first compilation of settings sent to parishes two years ago is now available as a download from the website.

Registered users of Visual Liturgy 4 received an email in October last from the new publishers (Hymns Ancient and Modern) stating that "the calendar in VL4 expires in December 2010, meaning that it will not be possible to plan services using VL4 after this date", and offering a reduced price to upgrade to Visual Liturgy Live. Whilst the offer seems good (and the Irish module does work with *VL Live*) all the new material in *VL Live* is primarily for use with the Church of England's *Common Worship*. The advice from the LAC at this point is, continue using VL4 without the upgrade whilst we have further talks with the publishers.

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FUTURE PLANS

Our future plans include:

- continuing work on the production of Psalm material for year A
- looking toward the development of future programmes in the *Prism* series
- developing liturgies for Lent, Holy Week and Easter, supplementing for use in the Church of Ireland the Church of England's recent publication *Times and Seasons*
- gathering of supplemental Hymn Resources
- further developing the Worship section of the Website
- continuing 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 his ordination last year Rev Robert Ferris (formerly the CITC observer on the LAC) was co-opted onto the Committee, with Mr Paul Arbuthnot being appointed by the Theological Institute as their observer. Mr Ken Rue was also invited to be a Consultant to the Committee. It was with great sadness that the LAC received news of the death of Dr Robin Marsh in September. We extend our sympathies and prayers to Robin's widow Barbara, and to their family. A valued member of the LAC, Robin's contributions will be greatly missed.

APPENDIX A

RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD

1. MEMBERSHIP

That the following be elected to the Liturgical Advisory Committee for the triennium term May 2010 – May 2013:

The Rt Rev Harold Miller
The Rt Rev Michael Burrows
The Rev Canon Gerald Field
The Rev Canon Michael Kennedy
The Ven Ricky Rountree
The Rev Elizabeth Hanna
The Rev Maria Jansson
The Rev Peter McDowell
The Rev Alan Rufli
Mrs Alison Cadden
Mrs Jacqui Wilkinson
Ms Julie Bell

2. LITURGICAL SPACE

That the attached document *Liturgical Space and Church Reordering: Issues of Good Practice* (including such appendices as may be deemed expedient) be approved and published by authority of the General Synod 2010.

APPENDIX B

LITURGICAL SPACE AND CHURCH REORDERING – ISSUES OF GOOD PRACTICE

PREFACE

In 2009, the Liturgical Advisory Committee, conscious of the lack of any official guidelines in the Church of Ireland concerning matters of church reordering and liturgical space, laid some preliminary reflections before the General Synod. This document was commended for study throughout the Church and responses were invited, the contents of which could be taken into account before a final text was produced. A sense was developing that the considerable emphasis placed upon liturgical texts in the years prior to 2004 needed to be followed up by some theological reflection on the context and space in which these texts are normally used. We were also conscious that there has been a number of reordering and building schemes in various parts of the Church in recent years where those involved recognised that they had to plan in something of a vacuum for lack of clear advice based on liturgical principles.

What follows is a careful reworking of the 2009 proposals, approved by resolution of the General Synod in 2010. This is not statutory material, but it is published with the authority of the General Synod as representing the current thinking of the Church in this matter. Hence the guidelines have some measure of authority. They will provide, we hope, useful advice for Select Vestries, Diocesan Councils and architects when church building development or reordering is being contemplated. The contents can be fruitfully shared with planning and heritage officials in order to establish fertile common ground in the context of which appropriate works may be authorised. Vital to the process of producing these guidelines has been consultation, not just among liturgists and within the Church, but also with the Statutory Authorities with whom we are required to co-operate in schemes of this kind. We therefore owe a particular debt of gratitude to the Heritage Council of Ireland and within it to Mr Colm Murray.

Because the Church of Ireland has such an abundance of old buildings, it is inevitable that the adaptation of liturgical space to meet to-day's requirements for worship will have to be done in most cases in centuries-old churches the atmosphere and style of which demand respect. However we are anxious to show how such buildings can meet the unfolding needs of our time if the work carried out is of suitable quality and sensitivity and we feel it is important that parishes are encouraged not simply to baulk at the concept. We also feel strongly that, as in past generations, the churches in which we worship need to receive the artistic imprint of our generation not least so that future worshippers will be able to reflect on the art that inspired and challenged us.

We wish to thank those who made submissions to enrich our work and we offer these guidelines as a small contribution to what the 2004 *Book of Common Prayer* describes in its Preface as 'a fresh experience of the beauty of holiness'.

SETTING THE SCENE

The Book of Common Prayer (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 Prayer Book’s 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 preparing this document the Liturgical Advisory Committee at the request of the General Synod has been reflecting both consequentially and theologically about the potential of liturgical space. Liturgy is a word which means the ‘work of the people’ in the particular sense of their public service to God. It has been the committee’s 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. 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 following guidelines 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 the worship space to the glory of God.

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. In addressing the issue of reordering, questions are raised about what we wish to say to the world about the vocation of the church in our time. This needs to be done in a manner that is not the slave of contemporary aesthetic/liturgical fashion on the one hand or is timidly conservative on the other. Choices made in our time in relation to

¹ BCP 2004 Preface, 7.

² Ibid.

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our buildings, especially when considerable capital expenditure is involved, must not be confined to cautious maintenance but also should involve enrichments that are judged – 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 leader’s 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?
- 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

- What genuine justification is there for having more than one focus of the Word?
- Is there a necessity to retain Lectern Pulpit and Reading Desk?
- Where are the Scriptures read from and why?
- Is there a balance in the visual presentation of Word and Sacrament? And if not, how could that be achieved in your context?
- Is there furnishing in the chancel/sanctuary which is never used?
- How good are the sound system and the lighting?

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’?

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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. It is recognized of course that churches differ in their layout and furnishings and that "one size" does not necessarily "fit all". There may be a need to adapt the liturgy to the building as well as reordering the building for requirements of the liturgy. 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 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.

PRACTICAL APPLICATION

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.

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

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many as possible of the congregation to gather with the candidates and sponsors around the font and to facilitate an orderly administration of the sacrament. Some sort of visual connection between the two Gospel sacraments, baptism and holy communion 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 course of action should be undertaken cautiously 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.

FOCUS OF THE WORD

The proclaiming and receiving 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 (Mattins 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 can 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. Given however the custom in some places of a Gospel procession to where the people are in the nave, it might be observed that this does not require any particular arrangement of furniture.

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. 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.

LEADING PRAYER

The Prayers of the People may be offered, depending on the layout of the church and constraints of audibility, from the aisle or in the midst of the people, (the reading desk being traditionally used simply for the actual office of Morning and Evening Prayer). It is of course appropriate for people to lead the intercessions from their places in the nave. Above all the intention must be to make clear that these are the Prayers OF rather than FOR the people.

THE HOLY TABLE

This 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 in the body of the church

THE PRESIDING MINISTER'S CHAIR

Ideally there should be 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 or over-stated, but should be of a kind to indicate the significance of the office of the liturgical president.

DECLUTTERING . . .

Churches should be uncluttered and a critical eye needs to be cast regularly on furnishings and ornaments which have ceased to have any obvious purpose. Furthermore, 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 at least to a degree that needs to be defined in consultation with the appropriate heritage authorities.
- 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.

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- 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, e.g. 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.
- 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 high 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

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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.

DRAFT RESOLUTION

That the attached document LITURGICAL SPACE AND CHURCH REORDERING: ISSUES OF GOOD PRACTICE (including such appendices as may be deemed expedient) BE APPROVED AND PUBLISHED BY AUTHORITY OF THE GENERAL SYNOD, 2010.

Appendix 1. A Select Bibliography.

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*These texts deal particularly with the practical and theological questions of (re)ordering space.



Appendix 2. A factual statement, provided by the Property Department of the RCB, indicating the practical steps that a parish must undertake to comply with church and state regulations in both jurisdictions

CHURCH REORDERING – NORTHERN IRELAND

DRAFT 20 01 10

The following are practical steps that Parishes in Northern Ireland should undertake in order to comply with Church and State regulations when church building development or reordering is being contemplated:-

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

CHURCH REORDERING – REPUBLIC OF IRELAND DRAFT 20 01 10

The following are practical steps that Parishes in the Republic of Ireland should undertake in order to comply with Church and State regulations when church building development or reordering is being contemplated:-

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

The above is correct at the time of going to print. When available and where appropriate, updates will be posted on the website.

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THE CHURCH OF IRELAND COUNCIL FOR MISSION

Report to the General Synod 2010

Membership (January 2009)

Rt Rev Harold C 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 Margaret Crawford	Mothers' Union
Mr Shane Tucker	CIYD
Mr Martin O'Connor	Bishops Appeal
Mr Thomas G Wilson	Methodist Church
Vacant	AMS
Mr John Doherty	AMS
Mr Geoffrey Hamilton	AMS
Ms Linda Chambers	AMS
Captain Colin Taylor	AMS
Vacant	Cashel
Vacant	Cashel alternate
Mr Mark Dunwoody	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
Vacant	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	Derry
Rev Ken McLaughlin	Derry alternate

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Rev Paul McAdam	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

Alternates will attend when the principal representative is unable to.

EXECUTIVE SUMMARY

OBJECTIVES for 2010:

1. To enable members of the Church of Ireland, at every level, to be clearer about the urgency and priority of mission in Ireland today. One way we will do this is 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.
3. To encourage, through the provision of simple resources, local churches to think strategically about mission.
4. To enable already existing information to be used for mission purposes.

Membership

The Council wishes to thank Mrs Paddy Wallace, Rev Geoff Wilson and Rev Bobbie Moore who moved on from Council membership after making valuable contributions to its work.

Mrs Margaret Crawford was appointed to represent the Mothers' Union on the Council. Mr Mark Dunwoody became a member of the Council as the Cork representative and Rev Paul McAdam as the Armagh delegate.

Members of the Council were saddened at the death of Mr Ian Smith, formerly Director of Church Mission Society Ireland (CMSI). The importance of Ian's contribution to the mission scene in general was not reflected in his short tenure of office.

Joint Mission Group

The Council is convinced of the importance of partnership in mission. One way that it is trying to demonstrate this commitment is through the Joint Mission Group with the Methodist Church in Ireland. Currently, the Council is reviewing the remit of this group to prioritise the following concerns:

- Shared missional leadership training (ordained and lay)
- Forum for shared stories and resources
- Church plants – existing and future
- *Fresh Expressions of Church* and pioneering ministry
- Education for mission together.

Mission Shaped Ministry Course

The Council commissioned a review following the pilot course held at Edgehill Theological College. Some suggestions were made concerning the length and shape of the course and some adaptations for the Irish contexts. Discussions are under way about running the course in a variety of contexts, for different groups, including in the Republic of Ireland.

The Council heard that the Mission Shaped Introduction had been run over 6 weeks in Bangor (Primacy). Ms Louise Wilson and Mr Geoff Hamilton, members of the Joint Mission Group, facilitated it. There was positive feedback but also a feeling that the material needs further reworking to sharpen it and to take note of local context.

There is some possibility of running it in North Belfast and Longford where discussions have begun with local churches and leaders.

The Council is open to invitations to assist with the running of the course in any part of Ireland. Please contact the Secretary if interested.

Pioneer Ministry Group

The joint working group (with the Commission on Ministry) agreed that there is a need for training and for leadership for a wide diversity of mission situations and to deploy and release pioneer ministers in the Church. The group was tasked to explore ways for this to happen, taking into account the Bishops' Order legislation in England, although it was recognised that the Church of Ireland would also likely find some more informal ways of dealing with permission giving. The report is included in the Commission on Ministry report on Page 446.

Synod Mission Event

Rev Dave Bookless, Director of A Rocha UK, was the speaker at the 2009 Synod Mission Matters event held in the Armagh City Hotel. His talk on mission and conservation provoked much positive response.

Plans are in place, working with a number of partner agencies, to have a follow up meeting with Dave in autumn 2010.

Mission Strategy and the Church of Ireland

The Council made available to every parish copies of its first two leaflets (Appendix 2) designed to encourage parishes to be strategic in their approach to, engagement with, and support of mission agencies. The next two documents in the series are in preparation. The documents will be distributed initially to all stipendiary clergy and synod members and made available on the Church of Ireland website.

The subjects for the series are as follows:

1. Strategy for mission
2. Supporting mission (finance)
3. Parish representatives

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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 Council wishes to encourage each parish in the Church of Ireland to be strategic, prayerful, and generous in support of mission agencies. In a time of financial stringency it would be all too easy to limit giving to support of world crises such as the Haiti tragedy. Although it is important to support such appeals this ought not to be at the cost of support of the vital, ongoing work of the agencies that make a crucial difference all the year round.

Mission Education

The Council notes that the Discovery Course being prepared by CMSI has been delayed due to a change of personnel and hopes the course will soon be ready for publication.

Mission Statistics

The Council's plans to pilot the gathering and analysis of already available statistics for the purposes of mission were strengthened by a proposal being put forward by Mr Andrew McNeile concerning statistics prepared by *Tear Fund* after market research about church attendance and involvement in the Republic and Northern Ireland.

These highlighted that in 2002 both jurisdictions had the highest levels of church attendance anywhere in Europe apart from Ireland. But they also showed that ROI weekly attendance had declined in the two years from 2004 to 2002 from 55% to 45% and there is general expectation that subsequent years could contain information of an even more drastic decline following publication of the Ryan Report.

In a presentation to the Council, Andrew drew out some implications –

- The pastoral model of congregational chaplain has all but gone.
- Rapid disintegration in participation is a challenge to all churches.
- Rapid disintegration in the urban priestly structures of the dominant denomination that is highly sacramentally dependant creates further missiological pressures.
- Connection between national and religious identity continues to be strong.
- New initiatives are likely to be welcomed.
- Further work needs to be done to gather statistics to fill out the picture.

But already it is clear that there is a massive mission opportunity and challenge in all parts of Ireland.

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The Council concurs with a number of recommendations being made concerning:

- The need for further research with cultural analysis of the missiological and sociological context for mission in Ireland.
- The establishing of a balanced cross-denominational group operating under a Church of Ireland banner.
- The production of something akin to the English Mission Shaped Church Report with analysis and pointers towards missional communities in a mixed or blended economy of church.

The Council believes that 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.

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 intention is still that piloting will begin with three dioceses in 2010 and that the process will be reviewed with the Diocesan Secretaries after the first year.

Mission Council Agenda

In order to ensure a healthy balance between local and world mission issues the Council is currently devising a three year theme based plan. It is currently prioritising issues from the following list:

- Rediscovering the Mission of God: a theological reflection on biblical principles relevant to world mission.
- Relief, Development, Evangelism and Church Growth: presenting God's call to holistic mission.
- The value of Short Term Mission Trips for the Church at home and abroad: Mission tourism.
- Educating the local church to help it become mission-minded.
- Persecuted Peoples: developing a Christian response to religious persecution across the world.
- Developing the content of worship in the life of a local church to reflect the world church.
- Church Plants: discovering methods from the world to help growth in Ireland.

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- Effective Mission Agency-Parish Relationships: supporting and being supported by the local church.
- 3 key lessons from how they do local mission *in...* Latin America, Africa, India, The Far East, The States:
- Linking parish organisations to mission: at home and abroad.
- The web-based church: phoney, facile or fruitful.
- Mission or Dialogue: desired outcomes of communicating with other religious groups.
- Evangelism in Ireland Today (in a majority Roman Catholic context).

AMS

The Association of Mission Societies is an informal forum for representatives of those mission agencies which have an ongoing relationship with the Church of Ireland to discuss issues of mutual concern and to inform and be informed by the wider Church on important mission concerns and initiatives. A key part of this is AMS' representation on the Council.

During 2009 members of AMS had a productive meeting with the Primate during which the following key themes emerged:

- The priority need of the Church is for missional leadership and the Council's role in helping to clarify what this is.
- The need for a joined up view of mission in the Church, with the mission agencies, the Theological Institute and the dioceses having a key role in training and communication.
- The need to stimulate prayer for mission perhaps through the Church of Ireland website, or by using some existing resources such as the PWM prayer diary.

AMS is actively forwarding these matters.

Mission Networks

The Council is represented on the Churches Together in Britain and Ireland (CTBI) mission forum, formerly the Global Mission Network, now the Churches' Network for Mission. This is a valuable form for the sharing of missional experience and resources. 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.

Back to Church Sunday

Back to Church Sunday is an initiative that started in Manchester diocese and is now a part of the Church scene through Great Britain and in many parts of the worldwide Anglican Communion.

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The Secretary met with Mr Michael Harvey, who co-ordinates *Back to Church Sunday*, to hear how it might be something that serves the Church in Ireland.

The concept behind it is simple; of one person inviting one person to come back to church on a specific Sunday, the last in September. Statistics show that 20% of church members will be willing to do this and that the average church taking part can expect to see 10-15 new people in the pews that Sunday. Research has shown consistently that a large number of people are open to re-engaging with church if only someone will ask them.

The Methodist and Presbyterian Churches have already decided to encourage the initiative to take place in Ireland in 2010. Members were positive about what it could offer the Church of Ireland so long as expectations are realistic and commend it to the Bishops and parishes of the Church.

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. That Synod celebrates the giving of parishes to support the mission agencies of the Church and calls upon every parish to demonstrate its commitment to the priority of mission by strategic, prayerful, informed and costly giving in a time of financial stringency.
2. That Synod encourages parishes throughout the Church of Ireland to avail of the *Back to Church* initiative on the last Sunday of 2010 and to work with other local churches to make the most of this opportunity to re-engage with many people.

Appendices

1. Giving in the Church of Ireland
2. Mission leaflets

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APPENDIX A

MISSIONARY SOCIETY CONTRIBUTIONS FROM THE CHURCH OF IRELAND 2010

Society	Donations £ Stg	Donations Euro
Bible Society (NI)	11,144	0
Church Army	28,500	0
CMSI	0	594,737
Church's Ministry among the Jewish People	34,651	0
CPAS	25,411	3,407
Crosslinks	257,000	0
Dublin University Far Eastern Mission	4,119	0
Dublin University Mission to Chota Nagpur	0	0
Feed the Minds, Ireland	0	0
ICS	8,168	0
ICM	30,058	0
Interserve	15,078	0
Jerusalem and Middle East Church	1,725	0
Leprosy Mission	0	0
Mission to Seafarers	15,985	11,475
Mothers' Union	176,872	0
National Bible Society	0	14,271
Society for the Promotion of Christian Knowledge	1,875	6,350
Tearfund	96,850	0
SOMA	0	0
South American Missionary Society	238,521	14,000
United Society for the Propagation of the Gospel	0	0
Total	945,957	644,240



Mission Matters!

1

A Practical Guide from The Council for Mission

1 Developing a local Mission Strategy

One of a series of leaflets to encourage parishes to engage in world mission starting at home

The Council for Mission seeks to encourage each diocese and parish to develop programmes and identify people as they follow Christ as he fulfils his loving purpose to save the world and create the new community of faith.

A First Step

to develop a local Mission Strategy is to identify a

Parish Mission Representative.

God has placed someone into your parish or group of parishes who
wants to see the Gospel of Jesus Christ shared throughout Ireland and the world.
can enthuse others with the excitement of engaging in local and international mission
has potential to communicate mission issues to and from the parish
will permit their details [name, address, phone (email)] to be made available will
become the first contact point for information on Mission agencies.
can access and display materials on a Mission notice board

A Second Step

To further your Mission Strategy is to form a

Parish (or Group) Mission Committee.

Individuals in the parish who are already interested in one mission agency can be formed into a Mission Committee.

Together Parish Mission Representative and Committee can suggest a policy for the Select Vestry to follow regarding the work of home and overseas mission agencies, identifying opportunities to involve more people

A Third Step

to encourage a Mission Strategy is to offer a

Mission Programme.

Offer this sheet to the Representative and encourage them to

Communicate information to the parish by news-sheet and/or magazine.

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Encourage more parishioners to participate in Mission events at diocesan level.
Promote Mission events happening in local churches.
Be aware of particular annual events/milestones for which Mission agencies provide resources.
Plan one (evening) event in the parish calendar with a clear Mission focus.
Invite a speaker to describe mission needs/opportunities/challenges/successes. Serve a welcome supper!
Obtain literature from the guest organisation and, subsequently, complementary agencies.
Encourage regular prayer support within the life of the parish and among parish families.
Encourage families to request information directly from Mission Agencies in which they show interest.
Plan a practical response to chosen projects so that the parish becomes a stakeholder through action.

Remember

Developing a Mission Strategy requires local people to:

Find out about the Mission agencies working in Ireland and abroad.
Visit/study agency websites and literature to learn about their role, vision and activities, and areas of operation.
Give Mission a human face by enabling parishioners to meet with those with experience at home and abroad.
Help the parish to identify with/own some part of the work that Agencies engage with on behalf of the Church.
Bring news of Mission work to parishioners in a way that will educate, encourage and inspire/
Create greater awareness of how the Great Commission is being taken forward in the world
Turn awareness into practical action in support of Mission personnel and activities.
Review regularly how interest in Mission is developing.

The Parish Mission Representative can be assured of support and advice from members of the Association of Missionary Societies



Mission Matters!

A Practical Guide from The Council for Mission

2 Creating a Local Strategy for Mission Giving

One of a series of leaflets to encourage parishes to engage in world mission starting at home

A document for Study by Clergy and Select Vestries:

God has called his Church to reach out to people around them with the good news of God's love. This task may have been the very last instruction that Jesus gave his disciples while on earth (Matthew 28.16-20). For the most part this will include financial commitments to communities beyond our parish boundaries, and to some groups within.

How do we raise such finance?

You have a budget for maintenance, *at least you have a fund to use for that purpose*

You have a budget for salaries, *at least you gather money regularly to keep staff*

You have a budget for mission... no? *At least you ought to consider such funds*

Take a look at your annual church budget: how much you expect to pay out for routine demands and how much you hope to be able to save for exceptional or planned developments. Now consider where MISSION, both in Ireland and in countries overseas, comes into the picture. Is it there at the heart of your planning or is it an extra to be tacked on at the end with whatever is left?

Here's a model based on the experience of some parishes which may help move mission from the fringe of your parish life to the motivating heart where we believe it belongs!

When your fellow parishioners are excited and motivated to give to mission, they may try to find ways of supporting all of parish life more generously and efficiently. For your funds it is not "win lose", but "win win".

First Steps to develop your strategy

1. Identify what needs/activities motivate the hearts of your parishioners to give.
2. Pray for guidance in discerning what God wants you to support in a given year
3. Create/Rename/Identify funds which allow people to channel generous giving to those specific areas. There's no need for separate accounts at the bank for this!

YOU HAVE THESE:

Ministry or General Fund: *to pay salaries, running costs, office and distribution expenses*

Development or Building Fund: *to restore, repair, or replace buildings and interiors*

NOW ADD (SOME OF) THESE

Mission or Outreach Fund: *to support mission agencies and specific outreach projects locally, elsewhere in Ireland, and Overseas*

Care or Compassion Fund: *to respond discretely to local needs as they arise*

Education or Youth Fund: *to initiate and assist work with children and young people*

Getting Started

Here's a quick guide to get your Mission Team (or Select Vestry) started

Identify a short list of Agencies whose work you want to support generally. Determine a funding level which you will allocate either from special collections or your Mission/Outreach Fund. This is not project based. This list should, perhaps, be allocated a proportion of the funding gathered below.

From the reported work of these agencies and/or through suggestions from them, **identify a small number of varied projects** which are likely to interest your people. They should not all be attention-grabbing exciting projects, as the diocesan diesel supply has a vital role to play if we are to enable a more exciting school building project to be realised.

Inform your parishioners of the means you are providing to gather funds for these projects/funds. A brief outline of each supported project may be all that is required. A monthly envelope, an announced proportion of General Fund giving, special collections, annual - or more frequent - fund raising events or work teams: all provide such means.

Appoint someone to **return the money raised** quickly and regularly: a quarterly return to the agencies involves a little bit of planning but is no harder than paying a utility bill.

Identifying Mission/Outreach Projects

Mission agencies need funds to run mission agencies. It is vital that donor parishes are confident that money spent administering the agency is in proportion with the amount of good they do. Accounts should reveal that a sufficient proportion of the money given has reached the "mission field". Some times an overseas agency has as significant a mission field *in* Ireland as it has overseas, so "administrative cost" may not equate to money spent *here!* Giving to Mission agencies must not therefore be solely project based, as there is an acceptable level of administration to be considered.

Projects excite people: and so does the ability to make a difference to a specific village elsewhere in Ireland, or to a diocese or parish in Africa, or to a project in the Americas, or Asia. A small parish may not be able to build a school, although it has happened, but it certainly can equip a classroom. A group of parishes may not be able to buy a vehicle for a diocese, but they could fund its fuel and ongoing repairs. Commitment to a project for a term of years rather than months assists agencies to plan future expenditure more effectively.

Completion creates contentment: so it is helpful to include within your parish projects things which can be completed.

Build a well: so your parish can watch the water flow. Job done.

Supply Bibles to a school: see the photo of the smiling children. Job done.

Roof a church: see the video of the opening service. Job done.

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Involvement demands action: so include within your schemes the possibility of your group travelling to a local project in Ireland, or a small work team visiting an overseas project. Remember that the most needy projects often cannot host visitors: they are barely able to survive, never mind rent rooms at a local hotel for Irish folk, but they appreciate tangible interest. So letters from children, pictures of your church family, copies of your news letters etc. all combine to link your life with theirs and create a family sharing in prayer.

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COMMISSION ON MINISTRY

REPORT 2010

1. Membership

<i>House of Bishops</i>	<i>Standing Committee</i>
Rt Rev KR Good, Bishop of Derry and Raphoe (Chairman)	Mr HRJ Totten
Rt Rev RCA Henderson, Bishop of Tuam	
<i>General Synod – clerical</i>	<i>Pensions Board</i>
Ven GL Hastings	Rev ECJ Woods
Very Rev SM Patterson	
<i>General Synod – lay</i>	<i>Representative Church Body</i>
Ms R Handy	Ven DS McLean
Mr AN McNeile	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>Director of Ordinands</i>
Mr G Fromholz	Rev Canon KM Poulton

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:

- Ministry in the West of Ireland
- Pioneer Ministry Leaders
- Retirement Planning for Clergy
- Mid-career Programme for Clergy
- Ordinands' DVD

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 2010 to May 2011

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 mid-career opportunities for clergy;
- f) to continue to provide pre-retirement courses for clergy.

6. Development of Mission/Pioneer Leaders

In September 2008 the Joint Commission on Ministry and Council for Mission Group was established to examine the potential for the development of mission/pioneer leaders in the Church of Ireland.

At the General Synod in May 2009 the following resolution was adopted:

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 jointly to develop proposals for how such leaders might be trained and deployed, duly consulting with all appropriate and relevant bodies.

The joint Commission on Ministry and Council for Mission group submitted a position paper for pioneer training and deployment to the two committees in June 2009. The Commission on Ministry agreed that the inherited model of mission within the Church of Ireland requires a new pioneer dimension to reach younger generations. The Commission stated that it will endeavour to be at the forefront of this work and to liaise with all interested parties such as the Council for Mission, the House of Bishops and the Church of Ireland Theological Institute.

The Joint Commission on Ministry and Council for Mission group produced the following summary on pioneer ministry and its possible place within the Church of Ireland.

Pioneer Training and Deployment

What is a Pioneer?

- A pioneer minister is someone who opens up new possibilities to create a Christian community with and for other people who are currently outside the church
- This might result in the formation of a new Christian community under the oversight of the bishop in an area currently untouched by parish ministry
- Or it might be a new group formed at the initiative of a parish, with the oversight of the rector, that reaches out in a new way to gather together a group of people who previously were not part of the parish community
- Or it could result in an initiative which under oversight of either rector or bishop, reaches out to a group of people with a common interest such as a particular type of work, sports or common interest.
- Above all, a pioneer is someone who will come from any and every part of the theological and ecclesiological spectrum that the Church of Ireland embraces

Why is Pioneer Ministry Needed?

- Massive changes are taking place North and South in faith adherence and church attendance, in a context of weakening social and family relationships and a lack of community infrastructure. If the church and its message is to be present in contemporary society it will require a new generation of Pioneers to go into the new context - beyond the boundaries of the Parish church.
- There are sizeable new urban communities emerging for which there is no church presence of any denomination and very little community infrastructure
- The Paper on Ministry in the West produced by the Very Rev SM Patterson indicated a number of areas of opportunity in rural areas
- The styles and ways of an emerging generation are not the same as those of the previous generation. Reaching out with the Gospel to the emerging generation will, in some contexts, require new and innovative styles of ministry

Summary of the Report

The full report from the group is contained in Appendix B on page 450. A substantial amount of research has been done including an examination of the Church of England Pioneer initiative which started five years ago. Two main areas were considered by the Joint Group:- a) the training of Pioneer leaders and b) how they might be deployed.

In terms of training, the Church of England has produced specific courses for Ordained Pioneer Ministers in its theological colleges but we do not feel these are applicable for our situation (more detail of this analysis is in the appendix). There are no proposals to make substantive changes to the new C of I training process, but rather 3 recommendations that would facilitate pioneer training. In the Deployment of Pioneers we recommend a structure of support and oversight that is detailed in the appendix – the

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Dublin Diocesan initiative - which is in a very early and exploratory stage. The group feels this initiative merits consideration by other Dioceses to assess its suitability and adaptation in other parts of Ireland

Recommendations

Training

1. That the Selection Process be reviewed in the light of identifying those called to Pioneer Ministry and Ordination.
2. That where pioneer leaders emerge from a local context that needs continuity, a suitable flexibility of curacy allocation would be desirable.
3. That the Church of Ireland consider a more flexible training path for those whom the church recognises as having a call to pioneer ministry and who have appropriate theological academic credits.
4. That a further review of Pioneer training be undertaken in 2012 when the MTh has completed its first cycle and the UK situation has become clearer.

Deployment

5. The team recommends that the Dublin Diocesan Growth Paper below (Appendix B on page 450), although in early and exploratory stage be considered by Bishops and Diocesan Councils as to possible local applicability.

The Commission on Ministry submits the full report on pioneer ministry by the joint working group to the General Synod (Appendix B on page 450).

7. Missional Ministry in the West of Ireland

The Very Rev SM Patterson produced a large body of work on missional ministry in the west of Ireland that was appended to the Commission on Ministry's report to General Synod in 2009.

Further to this work a meeting was held in Magee House, Sligo, in May 2009 with representatives of the dioceses in the west of Ireland. It was agreed that work needed to begin in local areas bringing together clergy and laypeople to discuss the issues surrounding ministry in the west of Ireland.

The Commission on Ministry applied for funds in the 2010 budget to the Standing Committee to financially support this initiative.

8. Mid-Career Programme for Clergy

The Commission on Ministry has appointed a working group, chaired by the Bishop of Tuam, to run pilot mid-career programmes for clergy. During 2010, two pilot groups will be run, one in Northern Ireland and one in the Republic of Ireland.

The Commission on Ministry believe that mid-career opportunities are needed on the island of Ireland to supplement the many other programmes that already exist in the United Kingdom.

9. Retirement Planning for Clergy

A retirement course for clergy was held in the Armagh City Hotel, Armagh from 12 to 13 April 2010. A second retirement course for clergy is planned to be held in the Radisson Airport Hotel, Dublin from 24 to 25 May 2010.

10. Younger Ordinands

The *As I Am* DVD was successfully launched at the General Synod 2009 in Armagh. Subsequently it was distributed at the *Summer Madness* event and received very positive feedback. Due to ongoing demand for the DVD the Commission on Ministry had to have a further 500 copies of the DVD produced.

As I Am is available for viewing on www.ministry.ie and on the Church of Ireland Theological Institute website.

APPENDIX A

RESOLUTION TO BE PROPOSED TO THE GENERAL SYNOD

1. Pioneer Training and Deployment

That the General Synod of 2010 receives and approves the report of the Joint Group on Pioneer Training and Deployment and endorses its recommendations

APPENDIX B

**Report to General Synod from the Joint Group from Mission and Ministry
On Pioneer Training and Deployment**

This document was reviewed by:-

- House of Bishops
- Council for Mission
- Commission on Ministry
- Governing Council of Theological Institute

Members of the Joint Group

The Rt Rev KR Good Bishop of Derry and Raphoe
Very Rev SM Patterson
Rev ECJ Woods
Capt. C Taylor
Mr AN McNeile
Mr HRJ Totten
Mr S Tucker

1. Summary View of Paper

This is the report from the Joint Group of the Council for Mission and the Commission on Ministry on Pioneer Training and Deployment – established at last year's Synod. A wide range of inputs fed into the deliberations with significant feedback from Pioneers, Theological Colleges and visits to other Anglican Dioceses helping to shape the final results as well as the reviewing of a number of courses. The paper seeks to propose a longer and shorter term vision for how the training for Pioneer leaders might develop and to articulate a set of appropriate principles. Having reviewed all the inputs and carefully sifted them the feeling in the short term is that the current CITI (Church of Ireland Theological Institute) course should be the route for any people whom the Church believes to be called to pioneer new churches as ordained leaders. However there are a

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number of recommendations from the Joint Group in the areas of selection, curacy allocation, greater flexibility of academic paths for pioneers and further future review in order to enhance our current training approach and make it more effective for those considering Pioneer Ministry.

In terms of deployment the Joint Group consider this is an important area that needs a more swift response. A Dublin team has been looking at this whole area and the Joint Group on Pioneer Training and Deployment feel this has potential for wider application beyond the Dublin Diocesan area – if suitably contextualised. Therefore the Joint Group is submitting a General Synod resolution to pass this plan to Diocesan Bishops and Councils for their consideration and potential, and this would conclude the work of this group.

2. Background, Research and Inputs

Background and Reason

General Synod 2009 recognised that as the Ministry Project had successfully completed a substantive transition to the training for the Church of Ireland's standard approach to Ordination, it now seemed appropriate to consider the kind of training and deployment that might be required to fulfil the missional approach that was called for by the Bishops' Vision Statement and by some of the fresh steps being taken in other parts of the Anglican Communion.

Accordingly the following resolution was passed at General Synod 2009:-

“This General Synod recognizes 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 the Council for Mission to develop jointly proposals for how such leaders might be trained and deployed, duly consulting with all appropriate and relevant bodies”.

The Joint Group was very aware of new church developments and new styles of ministry taking place within our own context both North and South – as well as major developments that had taken place in the Church of England since the publication of the Mission Shaped Church Report.

At the same time the Joint Group was also mindful that any training suggestions had to be carefully integrated into a very recently transformed system and had to recognize that the Church of Ireland is an ordained led church and new expressions or developments must have a clear connection to that ordained leadership.

Research Conducted and Inputs Reviewed

In England there is a type of ordained ministry called Ordained Pioneer Ministry, which was one of a number of initiatives to flow from the Mission Shaped Church Report. A number of theological colleges in the UK offer training aimed specifically at Ordained

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Pioneer Ministers. As part of the input for the consideration of this research visits were made to Trinity College in Bristol, the Queen's Foundation in Birmingham and St.John's College Nottingham, all of whom offer courses for Ordained Pioneer Ministry.

A conference of Pioneer Ministers was also held in Ridley Hall, Cambridge in April 2009 and many of the attendees were currently going through the Ordained Pioneer Ministry training and this provided a very helpful insight into the experiences of students and ordained pioneers from both a training and a deployment perspective. Many of the challenges, issues and opportunities were also discussed in open forum. The conference was attended by The Head of the Church of England's Ministry Division the Venerable Christopher Lowson, and was also addressed by Bishop Graham Cray, who was appointed by the Archbishop of Canterbury to head the Fresh Expressions Team and Mark Russell the Chief Executive of the Church Army.

The Joint Group's deployment proposal was also reviewed in detail in private session with Bishop Graham Cray to gain the benefit of his experience.

Members of the team also joined with a group that included the Bishops of Clogher, Connor, Down and Dromore to visit Liverpool Diocese and see a number of missional developments being undertaken there in a context that had some recognizable features to us. The group met with the Director of Pioneer Training, the Rev. Phil Potter as well as the Dean, the Very Rev. Justin Welby and Bishop of Liverpool, the Rt. Rev James Jones.

All of the above were valuable and helpful inputs to our considerations

Courses and Training Not Connected with Ordination

Two courses which are not specifically connected with Ordination Training that have been developed by the Fresh Expressions Team were also considered. The two courses are:

- Mission Shaped Introduction Course
- Mission Shaped Ministry Course

The reflections of the team on these courses are contained later in the paper

3. Training of Pioneers

a. The Longer Term Vision and Plan

The longer term vision is that those whom the Church believes to be called to lead and build new missional communities, within and without the current parish church structures, whether lay or ordained, would be able to undergo a course of training, within the context of their current missional work, that will enable them to fulfil their calling. This means that those called to ordination would be able to follow a course of training that will lead them to ordination, without removing them from their context, in a way that is flexible and integrated to the standard ordination training at the CITI.

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The Joint Group feels that there are a number of principles underpinning this vision:-

- To fulfil the church's mission we should create space for new communities to start which are both facilitated by existing structures and outside of, but connected to, existing structures
- There will be a need and a call for both lay and ordained leadership.
- It is vital that Pioneer training be conducted in context and that the training is an action/reflection model.
- The principle of accessibility for other denominations articulated in the original Ministry Project should be carried through into this type of training and will be all the more important in this field in the light of scale and skill availability within our own denomination.
- Training should be provided by experienced practitioners – those who have experience of Pioneering.
- It should be accompanied by a clear deployment strategy that provides proper support, oversight, accountability and integration to the wider church.
- A training structure that leads Pioneers through to ordination should carry equivalence to standard CITI ordination training. There should be no two-tier system.
- Pioneer training should carry clear accreditation.
- Recognising that, sacramentally, ordained leadership is integral to the Church of Ireland, Pioneer training should be connected and integrated with ordination training at the CITI.
- The Joint Group feels the principle of interchangeability is key. There should be equivalence of training standard and freedom of movement either from Pioneer/Missional Community to inherited/established mode or vice versa, and the Joint Group anticipates moves in both directions.
- It is possible that the Ordained Pioneer Ministry Training System in the Church of England might provide something of a model for the fulfilment of this longer term vision.
- The entire selection process is critical to an effective Pioneer training plan. The Joint Group share the view of the Church of England that the whole selection and discernment process is key to recognizing those who are gifted to establish and pioneer new missional communities of faith. There is a separate section on the area of Selection and a Key Recommendation emerging from it.
- There is also an implication for current curacy placement principles that work against keeping people in their existing ministerial contexts – this clearly needs review if the principle of continuity of initiated missional activity is to be adhered to and it will also require review to facilitate the internship arrangements of non-residential MTh Ordinands.

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Although the Joint Group are not proposing major shifts to the training process in the short term – it is felt that these are the principles that should shape the approach to any new system that would be adopted and they were an important part in guiding the Joint Group to its conclusion on some of the short-term issues and approaches. The Joint Group would still be hopeful that modifications to the system could be undertaken in the future as the CITI's transition is more fully complete, its capacity strengthened and therefore its ability to take on additional approaches increased. The other short term issues are more fully explored below.

b. The Selection Process

In the Church of England additional criteria have been added to the Selection Criteria for those who feel called to Pioneer Ministry, and they also have conducted a considerable review of the Selection Process recognizing that selectors involved in selecting Pioneers need to have an understanding of the characteristics and skills of likely candidates. This also has implications for the very early stage process in which potential candidates both at Parish level and at Diocesan level are considered. Equally the Joint Group are also conscious that there have been very substantial changes to the entire approach to ordination training over the last 3 years but there has been no substantive review of the selection process. For these reasons the team would recommend a review of the selection process be undertaken from Parish to Diocese through to Selection Conference in the light both of recent changes in ministry training, the current missional statement articulated by the Bishops, and the requirements for Pioneer training.

c. The Short Term Focus

It was recognized early on that the CITI in its current transition phase had too many current courses in its portfolio (BTh, MTh, NSM and Foundation Course) in light of its current resources to be able to add yet another ordination variant at this juncture.

A number of courses were considered as to their ability to integrate into the CITI standard ordination approach. The Mission Shaped Ministry and the Mission Shaped Introduction courses were considered and reviewed in some depth. These are courses that have been produced by the Fresh Expressions Team in England for encouraging and facilitating the learning of both clergy and laity in more effective engagement in mission.

A group under the auspices of the Council for Mission has run one of these courses in Belfast and they were quite widely in use in some of the churches we visited in Liverpool.

Although there was some excellent material in these courses and much to recommend them it was felt that some considerable work would have to be done to contextualise them effectively to our mission and ministry circumstances here in Ireland. In Liverpool the primary application for the Mission Shaped Introduction course was to introduce the

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basic concepts of Mission Shaped Church to congregations unfamiliar with the material – often this meant a number of laity were keen to become more missionally engaged and at that point the Mission Shaped Ministry Course was a valuable resource. Although the Joint Group could see the application for encouraging mission in the Church of Ireland through these courses (subject to the necessary contextualisation) they did not seem to be the vehicles by which many of the key principles articulated in the longer term vision could be realised.

i) Ordained Pioneer Ministry Courses in the UK

Theological Colleges in the UK received a degree of impetus to establish suitable Pioneer courses by the request that came through General Synod from the Fresh Expressions team and made a number of considerable adaptations to try and meet this need. However much of the feedback at the Pioneer conference suggests that for many this is still more aspirational than actual and much of the training is still very close to the standard ordination training. Much of the anecdotal feedback suggests that the key to effective training lies less in a variant to the training approach and more to the effective mentoring by capable practitioners. It was noticeable that those Pioneers who were most positive about their situations were in places where they were overseen by experienced practitioners. By far the greatest difficulty facing almost all the Pioneers was in the area of deployment as Diocesan practices and awareness were, at times, at complete variance to the realities of Pioneer Ministry. Consequently that is an area about which the team have made some very specific recommendations.

ii) Key Learnings from the Liverpool Trip

- The presence of Pioneer and Leadership Characteristics and Skills was critical.
- An Action/ Reflection Model of Learning was vital.
- The mentoring after Standard Ordination Training was the key to success.
- It was found that energetic and enthusiastic Lay Leadership of all ages can emerge to support ordained led Pioneering approach.
- A Unified Approach by Bishop, Dean, Diocesan Treasurer & Practitioners in which the Senior Diocesan Team gave permission to Pioneers had a significant impact.

iii) Developments in the UK

In the UK the current approach to Ordained Pioneer Ministry is under review and some reflection is being given as to whether the original aspirations for this type of ministry are being met.

At the same time the Ministry Division of the Church of England is also having discussions with the Church Army, who have established a new training programme under the leadership of Dr. Elaine Storkey and there are possibilities that something will emerge in this area that might be more consistent with some of the aspirations outlined in the longer term vision. Similar discussions are also being held within CMS.

d. Conclusions on Training

In light of the above therefore the Joint Group is not recommending any major changes in the short term to the standard ordination training until some of the variables such as UK developments, completion of the CITI transition and perhaps the application of some of the other recommendations have come to a conclusion and the situation can be re-evaluated.

The team feels that if the principle of interchangeability is to be adhered to then the CITI should be the route for the foreseeable future and any changes should be integrated with the CITI.

However the Joint Group also feels that the CITI can make a significant contribution to fostering Pioneers in three ways :-

- In order to reduce the time to missional deployment we suggest there should be an increased academic flexibility for those with significant theological academic credits – so that academic repetition is avoided.
- Connecting the internship for those who have a calling to Pioneering work with those who have experience in this field
- If someone is presenting for ordained training who has a current Pioneering work under way then it will be necessary to facilitate continued leadership of that work during training so that the initiative remains healthy and serviced

So although the Joint Group do not recommend any specific changes to the short term training, there are a number of recommendations they would like to make to improve the Church of Ireland's approach to this field.

KEY RECOMMENDATIONS ON TRAINING

Recommendation 1.

That the Selection Process be reviewed in the light of identifying those called to Pioneer Ministry and Ordination.

Recommendation 2.

That where pioneer leaders emerge from a local context that needs continuity, a suitable flexibility of curacy allocation would be desirable.

Recommendation 3.

That the Church of Ireland consider a more flexible training path for those whom the church recognises as having a call to pioneer ministry and who have appropriate theological academic credits

Recommendation 4.

That a further review of Pioneer training be undertaken in 2012 when the MTh has completed its first cycle and the UK situation has become clear.

4. Deployment

One of the main findings from the experiences of the Pioneers in the UK was the way in which the deployment of Pioneers had not been tackled and the difficulty this has caused. The Archbishop of Canterbury has consistently talked of the ‘mixed economy’ in outlining his vision of the way of which new and fresh developments in church life could emerge alongside, and be consonant with, those models of ministry that we have inherited from previous generations. Some of the current terminology, which has also been employed in Liverpool, is the use of the term “blended economy”. This seems to be a helpful way of taking the notion of taking ‘mixed economy’ a stage further to imply a place where the old and new come together in a relational way, and where they both have an impact on one another.

If we are to facilitate and enable a blending and harmonious relationship between the inherited model of church and new developments then a clearly defined deployment strategy will be critical to allow this to happen appropriately. It might even be that by tackling deployment first we will learn something more about the kind of training and preparation systems and approaches we need to prepare people for this kind of ministry.

A team in Dublin has spent the last year looking at the whole deployment issue for that Diocese and the Diocesan Council has approved this deployment plan. This deployment plan also formed a very substantial part of the Diocesan Council’s report to the Dublin and Glendalough Diocesan Synods that was debated on Tuesday the 20th October 2009. All speakers affirmed this section of the report positively and the report was approved by the Synods.

The Joint Group feel that a significant amount of work has been put into the very detailed consideration of this proposal and would therefore like to propose to General Synod that the Dublin paper be commended to all Bishops and Diocesan Councils for their consideration as to its applicability in their local Diocese. The Joint Group appreciates that there will be elements in the proposal that are specific to Dublin, but felt it would be simpler to preserve it in its original form rather than attempt to produce a generic version that might subtract rather than add and trust that it will provide a useful template and outline of the principles as Dioceses consider its applicability.

KEY RECOMMENDATIONS ON DEPLOYMENT

Recommendation 5.

The team recommends that the Dublin Diocesan Growth Paper below, although in an early and exploratory stage, be considered by Bishops and Diocesan Councils as to possible local applicability.

Introduction to the Dublin Diocesan Outreach Project Paper

This paper emerged from a discussion that began at Dublin's Diocesan Synod and took further development in post synod Council discussions. The team appointed by the Diocesan Council to produce this paper was the Rev. Canon Katharine Poulton, Rev. Ted Woods, Mr. Geoffrey Perrin and Mr. Andrew McNeile. There was a significant amount of input and discussion with the Home Missions department of other denominations, visits by other ministers both of our own denomination and others, as well as discussions with a number of the groups involved in thinking on this area in the Church of England such as the Fresh Expressions team and some of the Anglican Church Planting Initiatives team based in Sheffield. The final version of the paper was also reviewed in some detail in a lengthy one-on-one discussion with Bishop Graham Cray, the Head of the Fresh Expressions Team, appointed by the Archbishop of Canterbury.

It has been left as a Dublin paper which hopefully makes the specific influences of a Dublin based thinking easier to see and easier to edit out where these are not appropriate for other Dioceses.

Dublin Diocesan Outreach Project

A Proposal from the Diocesan Council to the Dublin and Glendalough Diocesan Synod for a Diocesan Initiative to Facilitate Church Development and Growth

Background

Why New Church Developments

- The call to the church is to be mission orientated.
- This involves taking faith steps so that the Kingdom is always on the increase.
- It is in line with the Bishops Vision for the Church – (see *Journal of the General Synod 2008* page cxvi).
- We recognise that population growth and change in our current traditional locations has meant that we are not always where people are – especially as regards inner city and recent new population areas.
- We recognise the diversity of the new population and the need to provide opportunities for that new population so that they may connect effectively with a worship environment to which they can relate and within which community can be built.
- For something new starting up it is easier to try new things and be more creative in worship styles and means of outreach.
- The very existence of a Diocesan resource to facilitate growth and mission will encourage people to think in those terms.
- The team recognises that all ministry begins with the call of God. By proposing a structure that will facilitate new developments we do not seek to initiate them but rather to nurture, recognise and assist any new growth to which God is calling us.

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- By new church developments we mean something new that could come from any and all of the diversity of church traditions within our United Dioceses – not new in the sense of a particular style – but new in terms of something that is not being done now.
- This could be expressed both in terms of existing parishes doing something new or something being started completely afresh.
- The proposal has been reviewed in detail with, and received positively by the Archbishop of Canterbury's recent appointment as Archbishop's Missioner and leader of Fresh Expressions Bishop Graham Cray.
- The team appointed by the Diocesan Council to produce this paper was the Rev. Canon Katharine Poulton, Rev. Ted Woods, Mr. Geoffrey Perrin and Mr. Andrew McNeile.

It was therefore felt that it might make sense to create a Diocesan resource that facilitates the creation of new church developments in and under the auspices of the United Dioceses of Dublin & Glendalough.

The Diocesan Outreach Project

Brief Overview

The Diocesan Outreach Project is set up to provide institutional facilitation for those whom God is calling to do his work in new ways in the City and other parts of the United Dioceses. A variety of new church developments is envisaged including, but not limited to, new church starts, restarts and missional projects from current parishes. The key aim of this project will be to encourage and facilitate new growth and new ideas; such new projects to be clearly identifiable.

The proposed elements that the project would seek to bring are:-

1. Locating and identifying the right kind of people and the right projects
2. Ensuring they are properly equipped for the job by providing skills and training
3. Providing financial contributions
4. Facilitating new projects from an institutional and local viewpoint
5. Helping them establish appropriate trust, governance, accountability and oversight structures that give them space to breathe

1. Locating and Identifying leaders with the characteristics and skills of Pioneers

Leadership will be critical to the success of any new church development. Therefore it seems that the right place to start is to look at how one would determine who are the kind of leaders, who will have the skills and characteristics for their ministry to thrive in a pioneering environment.

1a. Possible Leadership Characteristics

- Ability to articulate clearly their vision for the new development
- Clear sense of the call of God on them to do this
- Ideally, a track record and previous experience of such ministry
 - o some sense of already having done this in previous job
 - o perhaps already begun in some way – but noting that some with the appropriate leadership potential may not yet have had the opportunity to fully display this potential
- One who gathers people
 - o The support of a group of people for the project
- Sense that the Anglican world/C of I is his/her natural base
- Appropriate Qualification.- and if lay leadership, establishing clearly the source of ordained oversight
- Compassion for and Understanding of the people group they are seeking to reach
- Leadership Skills and Characteristics: Energy, enthusiasm, determination, persistence, sufficiently mature and resilient to cope with the risk elements, credibility and interpersonal skills, change management and delegation skills
- Spiritual Characteristics: Devotional Life, Relational Health, Integrity, liturgical expertise

1b. Locating Appropriate Leaders

Hopefully once the project is launched and known widely it will encourage people to present themselves to the proposed Diocesan Outreach Co-ordinating Committee (see paragraph 7). A large amount of this will be done by word of mouth – but the Committee should also be thinking creatively about highlighting opportunities both within the Church of Ireland as well as the wider Anglican Communion.

2. Equipping Leaders

For each individual leader and project there will need to be an assessment of the skills that are needed and if necessary additional training to be provided. Some might have come through an ordination system that has not equipped them in certain areas such as:-

- Organisational Structure
- People Management
- Team Building
- Financial Overview
- Management of Change etc

Or there may be aspects of liturgical, sacramental or clerical training that might be necessary or appropriate. Hopefully the new Theological Institute can play a role in helping conduct a training needs analysis and recommending appropriate sources of

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training input (not all of which needs to come from the Institute) so that the leader begins the initiative as fully equipped as possible.

3. Resourcing Leaders

- This is a key aspect of what the Diocese can provide to help projects get started
- With regard to financing projects we propose a 50% to 60% maximum funding level as we feel there should be a requirement for a group to raise their own funding
- Investment and funding should be all about people and their resources and not about buildings – it is people who do ministry and who draw, attract and engage with others – this is the key to “growing communities of faith”
- This will limit the number of church developments that we can support and therefore there needs to be appropriate care in selection and assessment of proposed projects
- As this is Diocesan Finance it is important that the appropriate governance and oversight structures are in place to ensure the finance is properly overseen – but yet not stifling the new development (see 5)

4. Facilitating New Projects

- This involves helping them navigate the Diocesan and C of I structures in terms of understanding who is involved in giving permission and allowing the proposed venture to progress with the full organisational support – i.e. “it’s official”.
- Providing a full report and recommendation to the Archbishop – so that when potential candidates are interviewed the Archbishop would have some background into the church developments proposed and any areas of potential concern.
- Steering a properly formed proposal through the Glebes and Finance, Diocesan Council and Parish Development Committees.
- Ensuring that any local C of I parishes are comfortable with what is being proposed and happy to lend their support to any new developments.
- If not undertaken by a parish then using the Diocesan Outreach Coordinating Committee and wider C of I contacts to ensure that new ventures are discussed with any local churches from other denominations that are in the area to ensure that ecumenical relations begin on the right footing and any ecumenical difficulties can be navigated.
- Encouraging prayer for new ventures.

5. Assisting the Development of Appropriate Structures

- New ventures need appropriate structures and this can be an area of great complexity requiring support and guidance. Each project will need help with the establishment of the appropriate trust structures to enable them to be a proper legal entity and relate to the Diocese and carry out their functions.

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- Providing some examples of governance and oversight structures so that an appropriate model for each project can be set up. It is essential that people will be properly cared for and appropriate leadership be given within the bounds of the freedom to function. This should require agreement from both the committee and new ventures.
- Providing some of the administrative and legal help that is needed to get these kind of jobs begun.
- Providing some kind of mentoring/accountability structures, recognising the sense that a new project is quite a lonely furrow to plough and that there is a need to have someone both inside and outside the system to consult with.
- Making sure that new ventures are represented at Synod from the beginning.

6. Potential Structural/Governance Arrangements

A) New Church Developments

- One potential approach would be to explore the CORE / Crinken / St. John's Sandymount Trustee Church model.
- This is helpful because it provides a current legal framework for the establishment of new churches who do not have a parish setting. As parishes in the diocese cover geographical areas, and every area is under the pastoral care of a specific parish, the agreement of the parish in which new outreach ventures are to be initiated will be essential.
- The trustee church requires the establishment of a new trust document and a group of trustees from within the United Dioceses who can serve as the oversight body for the church. In the early days they perform much of the duties of a parish select vestry but as the ministry develops a further body is often required to assume more of the detailed administrative responsibilities.
- The key benefits of adopting this approach to new church developments is that this has been tried and tested through some difficult circumstances and it enables the establishment of new ministries without adjustment of parochial boundary arrangements.
- But the purpose under 5 above is to establish what structures would best suit each situation that emerges.
- There may well be other models which can or should be explored, but it is important to remember that any of these could have legal or practical difficulties.

B) Existing Church Developments

- It is envisaged that some of the ventures will be initiated by the parishes themselves as they respond to new mission opportunities to develop growing communities of faith.

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- It is also to be hoped that not only permission but pastoral and ministerial support will be readily given by parishes in whose areas outreach projects are undertaken.
- Support and structures may vary from project to project, but each arrangement should be agreed between the Archbishop, the Project Leader, The Diocesan Outreach Coordinating Committee, and the local Rector and Select Vestry.

7. Managing the Project

- In any project it is often useful for any team that brings a project into being to be part of the ongoing management and oversight of the resulting plan.
- As this project could also involve significant investment and development as well as the need for very careful management of the relational impact of any new beginnings – it is also clearly very important that a close connection and update is kept on the project by the Diocesan Council.
- Accordingly we would propose that the existing committee selected by the Council would be appointed members of the new body - The Diocesan Outreach Coordinating Committee.
- We propose that any church development that meets with the approval of the Diocesan Outreach Coordinating Committee would first need to be presented to the Archbishop for review and approval.
- If such early stage approval was given then more fully developed proposals would be presented to the Diocesan Council.

8. Reviewing Development Initiatives

- The Diocesan Outreach Coordinating Committee propose to review annually any initiatives undertaken for the first three years and then at agreed periods thereafter to ensure that the missional goals and objectives of the project are being met within any developments being undertaken.
- The other purpose of a regular review cycle would be to learn from both those that thrive and those that don't so that lessons can be learnt and applied in both situations.

Brief Summary

As this was quite a new concept the team produced a brief outline below to facilitate discussion amongst Council members about what the nature of the project was about and what was not covered by the project and the team include it here and hope it is useful to Synod members:-

What the Dublin Diocesan Outreach Project is...

- A positioning of the Diocese to respond structurally and institutionally to the Kingdom call for growth
- A proposal to provide a variety of resources and structures to those parishes/individuals who feel called to start something fresh
- Assistance to pioneers to get support to navigate the complexity of central C of I structures
- An enabler of new starts of all kinds, representing the full diversity present in the Church of Ireland
- Putting the resources of the Diocese behind an initiative that clearly carries the hope for new growth
- A group that will respond to requests and suggestions put to them and will only become active in response

What the Dublin Diocesan Outreach Project is not....

- An initiator of new church plants or new parish initiatives (it aims to respond to the initiative of the Holy Spirit in others)
- A general encouragement to outreach for all parishes
- A source of funds for youth clubs and building projects
- A director and decider, but a facilitator, enabler and supporter
- The evangelism/mission arm of the parishes of the Diocese
- Another layer of bureaucracy to stifle local initiatives

Board for Social Action (NI) – Report 2010

**BOARD FOR SOCIAL ACTION
REPORT TO GENERAL SYNOD 2010**

Membership of the Board

Rev Canon GF Anderson (deceased March 09)	Rev MH Hagan (resigned March 09)
Rev Canon Dr JPO Barry	Most Rev AET Harper (Chairman)
Mr D Brown	Mrs H Livingston
Mrs J Bunting	Rev Dr J McGaffin (Vice Chairman)
Mrs H Campbell	Rev J Muir (appointed June 09)
Mr AD Canning	Very Rev PW Rooke
Dr J Evans	Mr R Stinson (Honorary Secretary)
Rev MRK Ferry	Captain C Taylor
Mr G Glenn (Honorary Treasurer)	Very Rev RC Thompson
Mr G Graham	Dr J Turner

The Board noted with great sadness the death of Rev Canon GF Anderson. Gordon had been involved in Church Welfare Services for many years.

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 time and commitment provided by all Board members is to be commended. The involvement of Mrs June Bunting, a Board member, as a volunteer receptionist, remains of value to staff, service users and the Board.

Objectives for the coming year

- Build on proposals set out by both the interim and appointed Social Theology in Action Committee.
- Review Strategic Planning Processes based on the outcome of the proposals of the Social Theology in Action Committee – and the impact of stakeholders and partners outside the Church of Ireland.
- Build on existing services – Next Step and Fertility Counselling Service NI.
- To carry out an evaluation of the Fertility Counselling Service NI.
- To continue to attract funding from various sources within and outside the Church of Ireland.
- To examine ways to maximise the use of the premises in Heron Road.
- To review opportunities for new areas of work.

Summary of Report

- Change, including the impact of restructuring within the Church of Ireland and the outside world – economics/trusts/and social need
- Funding – a range of funders with associated audit processes

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Adoption Routes

- Successful tender for a new service for Birth Relative Counselling and Support Services – Next Step – A partnership with another Adoption Agency
- Impact of funding issues with Trusts
- Mismatch between children available and wishes of adopters

Fertility Counselling Service NI

- The lead provider of Fertility Counselling in Northern Ireland
- Moral and ethical challenges
- Training for other professionals
- Involvement in the British Infertility Counselling Association and the Irish Infertility Counsellors' Association

Financial Assistance to Families and Individuals in Need

- Financial support to families and individuals in need via referral from Clergy and other sources
- An increase in the level of uptake following a mailshot to Clergy in September 2009

Problematic Alcohol and Drug Use

- Training course for Clergy
- Involvement in the Inter Church Addiction Project

Services to Adult Deaf, Hearing Impaired and Disabled

- Ongoing support to a pastor to the Adult Deaf
- Encouraging developments in the Church of Ireland in respect of Disability issues

Conclusion

- A need for a strategic review based on changes in Church of Ireland structures on Social Action, plus, the impact of Trusts/the outside world

Introduction

The Board continues to operate in a period of significant and ongoing change. This includes outside factors including Government Policies/Funding and the Church reviewing its own structures and operations.

The Future of the Board

In 2009 the General Synod of the Church of Ireland agreed to a restructuring proposal for the Board for Social Action, the Board for Social Responsibility (RI) and the Church in Society Committee.

The Social Theology in Action Committee was set up to take forward the restructuring proposal as stated in Appendix 3 of the Book of Reports of General Synod 2009.

The Church of Ireland Board for Social Action was fully involved in the discussions of the committee through the membership of Judith McGaffin, Bob Stinson and Ian Slaine.

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This Board fully commends and endorses the proposals of the committee as presented in a separate section in the Book of Reports to General Synod 2010.

The intention, should this proposal be accepted by General Synod, is for the Church of Ireland Board for Social Responsibility (N.I.) to remain in operation as a provider of social work/counselling/social outreach services. The Board will operate with a more streamlined management structure, the intention being to recruit new members with relevant skills in addition to existing members of the General Purpose and Finance Committee.

In addition the Board for Social Responsibility (N.I.) will require to open negotiations with the Church of Ireland Board for Social Theology in Action, the Representative Church Body and Standing Committee on future liaisons and working relationships.

Funding

The Board, as a provider of services, is involved in a range of counselling/social work/social care activities. As a result, the Board is dependent upon funding from a range of sources.

Receiving funding also leads to an audit process which while time consuming is a valuable means of ensuring our services are clearly costed and financially controlled.

It is imperative that the Board maintains funding and obtains new sources of funding. In the current economic climate in which public agencies prefer 'in-house' to purchasing services from outside agencies, there is a need for the Board to reflect on its future direction and be aware of the means of being cost effective and value for money.

The main funders of the Board include:

- The Department of Health, Social Services & Public Safety – Core Grant towards delivery of Adoption and Fertility Counselling Services
- Belfast Health & Social Services Trust – under a Service Level Agreement – delivery of Fertility Counselling Services
- Health & Social Care Trusts – for services provided on a 'spot purchase' basis for Social Work Services
- Local Authorities in England – for services provided on a 'spot purchase' basis for Social Work Services
- The Health & Social Care Board – under a Service Level Agreement – delivery of Next Step/Independent Birth Relative Counselling and Support Services
- Representative Church Body – financial support for accommodation, and for projects, e.g. Problematic Drug and Alcohol Misuse
- Dioceses – towards core services, and social outreach, and support to families in need
- Parishes – towards core services, and social outreach, and support to families in Need
- BBC Children in Need – to support families in need
- The Dean of Belfast's Christmas Sit Out Appeal – to support the Families in Need Service Delivery and Adoption Routes Service Delivery
- The Enkalon Foundation – to support Adoption Routes Service Delivery
- Merck Serono – to support Fertility Counselling Service ni Service Delivery
- Donations from Service Users – to support Service Delivery

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The Department of Health, Social Services & Public Safety Core Grant is towards our Adoption and Fertility Counselling Services only. The Core Grant cannot be used for other aspects of the work of the Board.

Service Level Agreement income, and that for spot purchase, relates only to specific service for which it is contracted.

Economic realities and good governance remain high on the Board's agenda.

Adoption Routes

Adoption was the original core activity of the Board. Other services, including *Fertility Counselling Service (NI)*, developed out of our adoption service.

In 2009 *Adoption Routes* tendered, in an open and competitive tendering process, for a new service in Northern Ireland. The service is aimed at birth relatives, parents, grandparents, siblings who have had children removed via court action for adoption. The birth relatives, it has been recognised, require independent counselling and support to assist them with the impact of the adoption of a child or children.

The tendering body, the Health and Social Care Board, decided to offer *Adoption Routes* the lead in providing the service, and it has asked Family Care Society, another locally based adoption agency, to provide an input into the service provision. The new service is to be called *Next Step*. The name represents a level of independence from the adoption process and adoption agencies, plus, it shows users they have an opportunity to 'move on' in their feelings, but not necessarily move forward.

The contract is initially for a three-year period with an opportunity for re-tendering. The official launch of the service with appropriate publicity is planned for June 2010.

The success of *Adoption Routes* in this process may be viewed positively as recognition of our professional and quality-based social work practice and counselling services.

Adoption Routes continues to remain involved in a range of adoption activities including:

- Placement of children for adoption
- Training and assessment of prospective adopters
- Support to adopters in relation to the needs of their child/children
- Post adoption support, including access to birth records
- Membership of a Statutory Adoption Panel

The concept of adoption has changed significantly in recent years. The children placed are rarely babies with consent. Instead the children tend to come from the 'care system'. This means the children tend to be older (four/five years of age) with backgrounds which may include physical/emotional/sexual abuse. This means statistics associated with adoption placements do not represent the actual workload. An adoption involves preparation and assessment of prospective parents, support to the child, support once the order has been granted and through to a child reaching adulthood.

Also, it should be noted following preparation and a significant input from *Adoption Routes* personnel, some applicants decide to withdraw from the adoption process. The applicants often decide the children available for adoption do not meet their criteria or

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expectations. A mismatch exists between what adopters have to offer and the needs of the children available.

Into this mix add finance. Health & Social Care Trusts, unlike their counterparts in England, are reluctant to use the voluntary agencies prospective adopters due to the Inter-Agency fee charged. Hence, our prospective adopters wait for a placement as children remain in the care system.

This financial situation is likely to worsen in future years with a potential impact on services. This is something the Board will reflect on in 2010 as part of its strategic planning process.

Provision of Post Adoption Support, including access to records of the Church of Ireland Adoption Society and Homes such as Hopedene Hostel, remains a key area of work for social work personnel.

Fertility Counselling Service NI

Fertility Counselling Service (NI) remains the lead provider of fertility counselling services in Northern Ireland.

The Counselling is provided from our own office base with dedicated counselling rooms, as well as, at the Regional Fertility Centre, Belfast, and a counselling room in Cookstown. *Fertility Counselling Service (NI)* is actively pursuing a North West office base for 2010.

This service remains one which faces, often on a daily basis, new professional and ethical dilemmas. The counsellors are dealing with individuals and couples at a point of great emotional need and distress. One in six couples has difficulty in conceiving a child and may go on to seek fertility treatment. *The Fertility Counselling Service (NI)* is there to provide support.

In 2009 a total of 214 new referrals were received for counselling. Add to this the ongoing work with over one hundred service users and it is obvious to see the need is great. Although most of our service users are from Northern Ireland we have also provided counselling to a significant number of users resident in the Republic of Ireland.

Fertility Counselling Service (NI) remains an active member of the British Infertility Counselling Association and the Irish Infertility Counsellors' Association. Indeed Mrs Gerry McCluskey is now on the Executive Committee and Mrs Patricia Gilbert on the National Accreditation Board of the British Infertility Counselling Association.

In 2009 *Fertility Counselling Service (NI)* provided training on fertility issues and an introduction to fertility counselling to Social Workers from Belfast and South Eastern Health & Social Care Trusts and provided a half day input into a joint BICA/IFCA training event. Further training in 2010 is to be offered to Regional Fertility Centre nurses and administrative personnel and to social workers from voluntary adoption agencies across Great Britain. The training promotes the service, plus, is a source of income.

Fertility Counselling Service (NI) maintains close links with Infertility Network UK, a support group for people affected by infertility.

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In 2009, Patricia Gilbert achieved full membership of the British Association of Counselling and Psychotherapy as an accredited counsellor. The Board recognises this achievement.

Social Outreach

Financial Assistance to Families and Individuals in Need

In terms of time spent, this is a small part of the work of the Board, although it should be noted that significant levels of audit and control are required to provide this service.

Financial support to families and individuals in need via Church of Ireland Clergy is a significant way of showing a caring Church.

In September 2009, all Church of Ireland clergy in Northern Ireland received a mail shot on this service including criteria for service users. This led to an immediate increase in the level of uptake. This unfortunately soon dipped again. Clergy are encouraged to make use of the funds available.

This service is dependent upon support from BBC Children in Need and the Dean of Belfast's Christmas Sit Out Appeal, plus, Parish/Diocese unrestricted giving.

In 2009, the amount of £11,300 was paid to families and individuals in need. Of this amount £10,275 was spent on families with children.

A further expression of the Board's support to families is the Christmas Toy Appeal. The 2009 Appeal was the most successful to date. High quality toys, as well as items suitable for older children, were contributed by Parishes across Northern Ireland, from Enniskillen to Carrickfergus and Saintfield to the Shankill, Belfast.

The toys were distributed via a range of methods to families in need. This included Parishes in Belfast, Social Services, Probation Service and Women's Aid.

Services to the Adult Deaf, Hearing Impaired and Disabled

The Board provides management support and supervision to the Rev Dr Canon W Murphy as he carries out pastoral duties to the adult deaf and hearing impaired in the Church of Ireland in Northern Ireland. The service is funded through investments from the now defunct Church of Ireland Mission to the Adult Deaf and is administered by the Church of Ireland Trustees.

Dr Will Murphy carries out his clerical duties at the Kinghan Church in Belfast. This church is operated by the Presbyterian Board of Social Witness. The Board for Social Responsibility (NI) is in negotiations with the Presbyterian Board of Social Witness as to how to further and build on the current arrangement.

In addition, the Board made a proposal in 2009 to Central Church via the Working Group on Disability of the Church of Ireland, on developing services for people with hearing impairment and other disabilities within the Church of Ireland.

The Board remains an active member of the Working Group on Disability through the membership of Dr Judith McGaffin and Dr Will Murphy.

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Problematic Drug and Alcohol Use

The Board operates an internal working group on problematic drug and alcohol use. This group developed a pilot course for clergy on these issues and the course was run at a Derry and Raphoe Diocesan event in 2009.

The course is being externally evaluated at present and once this is complete the plan is to run the same course for all dioceses across Ireland.

The Board remains actively involved in the Inter Church Addiction Project (ICAP). ICAP aims to develop a regional residential unit for young people whose drug and alcohol use is problematic. The issue for ICAP going further appears to be a lack of access to significant levels of statutory funding.

Conclusion

Based on the restructuring of social action within the Church of Ireland and with the impact of the outside world in relation to purchasing of services and the services required based on social need, the Board recognises a need to review and build on its strategic planning process.

The Board has decided to progress the issue of strategic planning with an independently facilitated event to be held in mid 2010. This process will involve Board members, staff, church representatives and a range of stakeholders.

As a relatively small voluntary agency we feel well equipped and flexible enough to build on existing services, adapt existing services, close a service if need be and move on to develop other services.

Statistics

	2009	2008
Adoption Orders Granted:	2	1
Children Placed with Prospective Adopters:	1	2
Post Adoption Enquiries:	71	54
Independent Birth Relative Counselling Referrals:	64	11
Fertility Counselling Service in Referrals:	214	214
Financial Support to Families and Individuals In Need:	£11,300	£6,330
Adoption Enquiries:	47	49

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Appendix I

Financial Section of Board for Social Responsibility (NI) Report to General Synod May 2010

Revenue Statement for Year Ended 31 March 2009
(being an extract from the latest audited accounts)

	2009		2008	
	£	%	£	%
INCOME				
Donations & Subscriptions				
Dioceses				
Armagh	3,125		2,355	
Clogher	1,775		2,500	
Connor	4,985		4,276	
Derry and Raphoe	2,980		2,145	
Down and Dromore	4,704		5,385	
	<u>17,569</u>		<u>16,661</u>	
Dean of Belfast's Christmas Sit Out (Fertility Counselling Work & Adoption Work)	3,000		3,000	
Other Includes anonymous	497		2,385	
Orphans and Children	1,000		2,500	
RCB Accommodation Grant	10,000		40,020	
RCB Drugs and Alcohol	10,000		10,000	
Enkalon Foundation	2,000		-	
Lloyds TSB	2,750			
	<u>29,247</u>	16.6%	<u>74,539</u>	30.0%
Services Provided				
Social Work in Fertility Counselling and Adoption Work	121,758		77,180	
Church of Ireland Mission to the Deaf	17,226		10,915	
Grants for Adoption Services	8,842		-	
	<u>147,826</u>	52.5%	<u>88,095</u>	35.4%
Investments and Cash Deposit Funds	2,899	1.0%	3,957	1.6%
Grants From Department of Health, Social Services And Public Safety:	74,268	26.4%	82,054	33.0%

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	2009		2008	
	£	%	£	%
INCOME continued				
Charitable Disbursement				
BBC Children in Need	10,000	3.5%	-	
Total Income	<u>£281,809</u>	100%	<u>£248,645</u>	100%
INCOME b/f				
	2009		2008	
	£	%	£	%
	281,809	100%	248,646	100%
Expenditure				
Operating				
Staff Emoluments	187,382	66.5%	190,306	76.5%
Other Expenses	75,635	27.1%	40,338	16.2%
Accommodation including services	18,944	6.5%	17,622	7.1%
Miscellaneous	596	0.2%	745	0.3%
	<hr/>		<hr/>	
Total	282,557	100.3%	249,011	100.1%
Charitable Disbursements	7,551	2.6%	5,498	2.2%
Total Expenditure	<u>£290,108</u>	102.9%	<u>£254,509</u>	102.3%
(DEFICIT) for year	£(8,299)	2.9%	£(5,863)	2.3%

Copies of the statutory accounts along with supporting schedules are available on request at the Board's office.