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**CHURCH OF IRELAND**  
**THE REPRESENTATIVE CHURCH BODY**  
**REPORT 2011**

## The Representative Church Body – Report 2011

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

**Chairman**

The Most Rev Alan Harper, Archbishop of Armagh

**Committee Chairpersons**

Executive	Mr Sydney Gamble	
	Mr Robert Neill (Deputy)	
Allocations	Mr Graham Richards	The Most Rev
Investment	Mr Robert Neill	Alan Harper
Property	Mr Robert Kay	
Stipends	Mr Henry Saville	
Library and Archives	Mr Michael Webb	
Legal Advisory	Mr Lyndon MacCann SC	
Audit	Mr Robert Neill	

**Chief Officer and Secretary**

Mr Denis Reardon

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

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

**Office**

Church of Ireland House  
Church Avenue  
Rathmines Dublin 6  
Tel 01-4978422 Fax 01-4978821  
Email [office@rcbdub.org](mailto:office@rcbdub.org)  
Website [www.rcb.ireland.anglican.org](http://www.rcb.ireland.anglican.org)

**Library**

Braemor Park  
Churchtown  
Dublin 14  
Tel 01-4923979  
Fax 01-4924770  
Email [library@ireland.anglican.org](mailto:library@ireland.anglican.org)

### THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

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

The Representative Body is composed of the following sixty members. The recorded attendance of each at the four meetings of the Representative Body held during the year 2010 is denoted by the figure placed before each name.

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

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

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\* retired January 2011

† elected Archbishop of Dublin February 2011

‡ resigned January 2011

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

- Armagh 1 Ven Raymond Hoey, The Rectory, 2 Maytown Road, Bessbrook,  
Co Down BT35 7LY (2012)
- 2 Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone  
BT71 5LL (2013)
- 2 Mrs Jane Leighton, 14 Drumbeemore Road, Armagh BT60 1HP (2011)
- Clogher 2 Ven Cecil Pringle, 31 Station Road, Letterbreen, Enniskillen,  
Co Fermanagh BT74 9FD (2012)
- 4 Mr William Allen, Aughnahinch, Newtownbutler, Co Fermanagh (2013)
- 1 Mr John Keating, Kilturk West, Newtownbutler BT92 2BS,  
Co Fermanagh (2011)
- Derry and 4 Ven Donald McLean, 12 Station Road, Castledawson, Co Derry BT45  
Raphoe 8AZ (2011)
- 4 Mr Robert Pollock, 77 Edenderry Road, Omagh, Co Tyrone BT79 0NP (2012)
- 4 Mr Sydney Gamble, 14 Spruce Road, Dysart, Strabane, Co Tyrone (2013)
- Down and 4 Ven Philip Patterson, 69 Church Road, Newtownbreda, Belfast BT8 7AN (2012)  
Dromore 4 Mr Albert Wilson, 11 Ballymoney Road, Banbridge, Co Down BT32 4DS  
(2013)
- 2 Mr Lance Dermott, 3 Ashdene Grange, Comber, Newtownards, Co Down  
BT23 5SL (2011)
- Connor 2 Rev Canon John Mann, St John's Rectory, 86 Maryville Park, Belfast  
BT9 6LQ (2012)
- 1 Mr Robert Kay, 2 Brookvale Terrace, Portrush, Co Antrim BT56 8EY (2013)
- 3 Mr John Wallace, The Hermitage, 7 Ahoghill Road, Randalstown,  
Co Antrim BT41 3BJ (2011)
- Kilmore, 3 Rev George Davison, The Rectory, 12 Harwood Gardens, Carrickfergus,  
Elphin and Co Antrim BT38 7US (2011)  
Ardagh 3 Miss Maud Cunningham, Clonatumpher, Florencecourt, Enniskillen,  
Co Fermanagh BT92 1BA (2012)
- 1 Mr Kenneth Davis, Aughafad, Longford (2013)\*
- Tuam, 2 Very Rev Alistair Grimason, The Deanery, Deanery Place, Cong,  
Killala and Co Mayo (2011)  
Achony 1 Prof Paul Johnston, Luimnagh West, Corrandulla, Co Galway (2012)
- 3 Mr Ben Bradish, Frenchfort, Oranmore, Co Galway (2013)

\* elected October 2010 in place of Mr Cyril McElhinney (retired)

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Dublin and Glendalough	3	Ven David Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2012)
	3	Mr Robert Neill, Killegar Park, Enniskerry, Co Wicklow (2013)
	4	Mr Geoffrey Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2011)
Meath and Kildare	3	Ven Leslie Stevenson, The Rectory, Portarlinton, Co Laois (2012)
	1	Mr Ronald Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2013)
	0	Mr Dermot Gillespie, Griffinstown, Dunlavin, Co Wicklow (2011)
Cashel and Ossory	4	Very Rev Leslie Forrest, The Deanery, Ferns, Enniscorthy, Co Wexford (2011)*
	3	Mr Peter Clifton-Brown, Ballinamona House, Cashel, Co Tipperary (2012)
	3	Mr Charles Galloway, Newtown, Waterford (2013)
Cork, Cloyne and Ross	3	Ven Robin Bantry White, Moviddy Rectory, Aherla, Co Cork (2011)
	3	Mr Keith Roberts, Corran, Ferney Road, Carrigaline, Co Cork (2012)
	4	Mr John Stanley, Scart House, Belgooly, Co Cork (2013)
Limerick and Killaloe	4	Ven Robert Warren, St John's Rectory, Ashe Street, Tralee, Co Kerry (2011)
	3	Mrs Lorna Gleasure, Phoenix Farm, Kilflynn, Tralee, Co Kerry (2012)
	2	Mr Roy Benson, Templehollow, Killaloe, Co Clare (2013)

**C Co-opted Members (12)**

3	Rev Andrew Forster, The Rectory, 26 Circular Road, Dungannon BT71 6BE, Co Tyrone (2011)
2	Mr Terence Forsyth, 3 Hainault Lawn, Dublin 18 (2013)†
2	Mr Samuel Harper, Cramer's Grove, Kilkenny, Co Kilkenny (2011)‡
3	Mr Lyndon MacCann SC, 2 Knapton Terrace, Dun Laoghaire, Co Dublin (2012)
2	Mr Tim McCormick, 24 Dartmouth Walk, Dublin 6 (2011)
3	Mr William Oliver, Exorna House, Castlerock, Co Londonderry BT51 4UA (2011)
2	Mrs Judith Peters, The Deanery, Rosscarbery, Co Cork (2013)†
1	Ms Hilary Prentice, Wayside Cottage, Drummin West, Delgany, Co Wicklow (2012)§
4	Mr Graham Richards, 32 St Alban's Park, Dublin 4 (2012)
4	Mr Henry Saville, 22 Church Road, Boardmills, Lisburn BT27 6UP (2012)
2	Mr David Smith, Knockleigha, Shaw's Bridge, Co Down BT8 8JS (2012)
3	Mr Michael Webb, 2 Mount Salus, Knocknacree Road, Dalkey, Co Dublin (2013)†

The following co-opted members retire in May 2011:

Rev Andrew Forster	Mr William Oliver
Mr Tim McCormick	Mr Samuel Harper

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

\* retired February 2011

† eligible to attend three meetings maximum due to triennial retirement as co-opted member (re-elected May 2010)

‡ elected September 2010 in place of Mr Patrick Wilson (retired March 2010)

§ elected September 2010 in place of Mr Robert Neill (elected by Dioceses of Dublin and Glendalough 2008)



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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 and record of attendances for the year 2010 are shown below.

**EXECUTIVE COMMITTEE**

(7 meetings)

Mr S Gamble (7)  
(Chair)

Mr Sydney Gamble

The Most Rev Alan Harper	(5)	Rev Andrew Forster	(6)
The Most Rev John Neill*	(6)	Ven Cecil Pringle	(6)
The Most Rev Richard Clarke	(6)	Ven Robin Bantry White	(7)
Mr Graham Richards	(6)	Mr Terence Forsyth	(6)
Mr Robert Neill	(6)	Mr Lyndon MacCann SC	(3)
Mr Robert Kay	(5)	Mr Geoffrey Perrin	(6)
Mr Henry Saville	(6)	Mr Michael Webb	(6)

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

The Archbishops and the Chairpersons of the Allocations, Investment, Property and Stipends Committees are *ex officio* members of the Executive Committee. Mr Samuel Harper attends Executive Committee meetings as an Honorary Secretary of the General Synod.

**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.”*

\* retired January 2011 (The Rt Rev Michael Jackson elected Archbishop of Dublin February 2011)

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**ALLOCATIONS COMMITTEE**

(4 meetings)

Mr Graham Richards (2)  
(Chair)

Mr Graham Richards

Rev Andrew Forster	(4)	Mr William Oliver	(3)
The Most Rev Alan Harper	(4)	Mr John Stanley	(4)

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

**INVESTMENT COMMITTEE**

(7 meetings)

Mr Robert Neill (6)  
(Chair)

Mr Robert Neill

Mr Lance Dermott	(6)	Mr Tim McCormick	(6)
Mr Terence Forsyth	(5)	Mr David Smith	(6)
Mr Dermot Gillespie	(7)	Mr John Wallace	(4)

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.

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### PROPERTY COMMITTEE

(5 meetings)

Mr Robert Kay (4)  
(Chair)

Mr Robert Kay

Mr William Allen	(4)	Very Rev Leslie Forrest*	(5)
Mr Peter Clifton-Brown	(5)	Mrs Jane Leighton	(4)
Mr Ronald Colton	(4)	Ven Donald McLean	(5)
Miss Maud Cunningham	(5)	Mr Keith Roberts	(4)

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

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

### STIPENDS COMMITTEE

(3 meetings)

Mr Henry Saville (3)  
(Chair)

Mr Henry Saville

Mr Roy Benson	(2)	Mr Cyril McElhinney†	(2)
The Rt Rev Paul Colton	(3)	Ven Donald McLean	(3)
Mrs Lorna Gleasure	(3)	Mr Geoffrey Perrin	(3)
Mrs Jane Leighton	(3)	Ven David Pierpoint	(1)

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

\* retired February 2011 (Ven Robert Warren elected March 2011)

† retired October 2010 (Mr William Oliver elected December 2010)

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**LIBRARY AND ARCHIVES COMMITTEE**

(3 meetings)

Mr Michael Webb (3)  
(Chair)

Mr Michael Webb

The Most Rev Richard Clarke	(2)	Ven Robin Bantry White	(2)
The Rt Rev Michael Jackson	(2)	Rev Canon John Mann	(2)
Advisory Members	–	Mrs Valerie Coghlan	(1)
		– Rev Dr Maurice Elliott	(1)
		– Rev Dr Adrian Empey	(2)
		– Dr Kenneth Milne	(3)

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

**LEGAL ADVISORY COMMITTEE**

(0 meetings)

Mr Lyndon MacCann SC  
(Chair)

Mr Lyndon MacCann

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

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

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\* elected September 2010 in place of Mr Kenneth Mills SC (retired March 2010)

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**AUDIT COMMITTEE**

(2 meetings)

Mr Robert Neill (2)  
(Chair)

Mr Robert Neill

Mr Roy Benson	(2)	Mr William Oliver *	(2)
Mr Henry Saville	(2)		

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

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\* retired December 2010 (Mr Ben Bradish elected March 2011)

## **MISSION AND RESPONSIBILITY**

The Representative Body, as trustee for the Church of Ireland, 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 referred to a concern that best estimates indicated income levels in 2010 were unlikely to show much improvement. This has proved to be the case.

In 2010, however, a combination of a small increase in income, reducing operating costs and a reduction in net allocations has allowed the deficit on normal activities to be reduced from €751,000 in 2009 to €247,000 in 2010. This outturn on normal activities was achieved through specific support which cannot be relied on into the future.

A special contribution of €5m to the Church of Ireland Clergy Pensions Fund as approved last year was made during the year. Further contributions may be made in the years 2011–2014.

Staff numbers in the RCB are reduced following a voluntary redundancy programme the net costs of which are included in operating costs. The thanks of the Representative Body are expressed to those five members of staff who left during 2010 and to those who will be leaving in coming months.

The Allocations Reserve expressed in euro at the end of 2010 stood at €3.8m, approximately 87% of the cost of 2010 allocations.

Capital values (Total Funds Employed on the Balance Sheet, page 59) at some €463m show a small increase from the prior year, a far cry from the 2007 level of €750m.

The outlook for 2011 continues to remain very challenging especially in the area of matching income with expenditure. The level of regular income is not expected to show significant change and levels of expenditure must continue to be carefully considered.

The sharp drop in worldwide investment incomes over past years continues also to place a strain on the income generating ability of the RB General Unit Trusts (RI) and (NI) (page 26). As a consequence this increasingly places a continuing strain on the financial capabilities of parishes and dioceses.

In pension-related matters, following legislation passed by the General Synod in 2010, the trusteeship of the Church of Ireland Clergy Pensions Fund has with effect from 1 January 2011 been delegated to the new trustee company The Church of Ireland Clergy Pensions Trustee Limited (page 44).

## The Representative Church Body – Report 2011

The solvency of the Clergy Pensions Fund continues to be a matter of concern requiring continuing close review (page 43). In light, however, of expected new national legislation on pension funding, no proposals for changes to the Fund are being brought to the General Synod in 2011.

During the year, separate reviews of the levels of Minimum Approved Stipend (page 28) and Pensionable Stipend (page 44) have been undertaken and Bills relating to these reviews are submitted for the consideration of the General Synod.

### OPERATING AND FINANCIAL REVIEW 2010

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

#### • Commentary

- A) The Revenue Account is shown on page 58 of the *Book of Reports* and is summarised below:

<i>Revenue Account summary</i>	2010	2009
	€000	€000
Income	6,373	6,166
Operating costs	(2,630)	(2,543)
	<hr/>	<hr/>
Staff pension scheme net finance	3,743	3,623
	88	170
	<hr/>	<hr/>
Surplus for the year	3,655	3,453
Allocations net of prior year unexpended	(3,902)	(4,204)
	<hr/>	<hr/>
(Deficit) on normal activities	(247)	(751)
	<hr/>	<hr/>
Special contribution to Clergy Pensions Fund	(5,000)	-
Profit on sale of asset	799	-
	<hr/>	<hr/>
Net (deficit) for the year	(4,448)	(751)
	<hr/>	<hr/>

- (i) Outturn for the year

The reduction in the deficit on normal activities for the year, from €751,000 to €247,000, is influenced by a small increase in income, a reducing overall level of operating expenses, a reduction in net allocations and also a reduction in the actuarial adjustment to the finance cost of the staff pension scheme. The net charge for allocations has been reduced again in 2010 by generous assistance from the Stipends Fund and the General Synod Royalties Fund, amounting in total to €200,000 (2009 €275,000), and without this the deficit for the year would have been significantly higher. This support cannot be relied on for the future.

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The deficit on normal activities is stated after accounting for the net costs of redundancies in 2010 in Church House which amounted to €157,000. It is stated before accounting for a special contribution of €5m to the Church of Ireland Clergy Pensions Fund and a profit of €799,000 recognised in the year on the sale of a property in Northern Ireland.

### (ii) Income

Income for the year benefited from a slightly stronger sterling exchange rate against the euro which accounted for half of the increase of 3% in the year. The injection of a sum of €5m into the Church of Ireland Clergy Pensions Fund reduced the value of investment income in 2010 and will impact on 2011 income levels. Similar transfers may be made in the years 2011–2014. Interest rates achievable on deposits remained low in historic terms and in general uninvested cash levels were maintained at low levels.

Indications are that robust growth in income is unlikely to return in 2011, although there is a possibility of a small recovery in interest rates. Exchange rates, particularly the euro:sterling rate, are important to the RCB's overall financial performance reported in euro, and these are volatile.

Appendix A (page 78) 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 69 (note 11) of the *Book of Reports*. Detail of financial and professional costs is shown in the Revenue Account on page 58.

Following a reduction of €285,000 in administration costs in 2009, a further €165,000 has been cut in 2010, making a 13.6% reduction over the two years. Most administrative costs are payroll related and some further savings will be achieved in 2011 as the results of a voluntary redundancy programme in Church House take effect.

Legal income net of legal costs, excluding payroll costs, reflects the fall in property related activity in both jurisdictions and was less by €37,000 (60%) year on year.

The travel cost reimbursements claimed by members of central committees were reduced again in 2010 by €16,000, following a fall of €19,000 in 2009.

Professional fees, shown on the General Fund Revenue Account on page 58, include external professional costs in connection with the General Synod Complaints Procedure and continuing legal and actuarial advice relating to the funding of clergy pensions.



## The Representative Church Body – Report 2011

### B) Balance Sheet

The net assets shown in the Balance Sheet (page 59) belong to four different funds.

- RCB Funds are the Auxiliary Fund and Sundry Projects Fund, which are available for broadly described RCB and Church purposes, as resolved by the RCB. In previous years these funds have been included as Other Trust Funds and the 2009 balance has been restated.
- 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 Church of Ireland 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 62) 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>	2010	2009
	€000	€000
RCB funds	4,708	3,814
General funds	147,498	146,336
Pension funds	110,931	96,957
Other trust funds	200,159	200,898
Balance sheet total	<u>463,296</u>	<u>448,005</u>

Revaluation gains from 2009 were retained and overall funds value in euro terms increased by €15.3m.

Pension funds, being predominantly the Church of Ireland Clergy Pensions Fund, benefited from strong value growth and from the capital injection of €5m from General Funds and the euro denominated value of Pension Funds increased by 14.4%, just under €14m.

The staff pension scheme deficit as measured by the Actuary at the year end, based on financial reporting standards, increased by €43,000 despite an increase of €813,000 in the fair value of scheme assets. The increased deficit is primarily as a result of a decrease in the discount rate applied to scheme liabilities (see note 16 to the accounts).

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- **Allocations** (page 58)

Allocations for 2011 are made available from net income and reserves in 2010 and amount to €4.191m (2010 €4.542m). This expenditure in 2011 will help to support the episcopacy and clergy pensions, and finances ministerial training as well as the functions of the General Synod and the Standing Committee.

The net cost of allocations has been relieved by subventions from the Stipends Fund of €25,000 (2010 €200,000) and from the General Synod Royalties Fund of €75,000 (2010 €75,000). These have been offset respectively against the costs of training for the ordained ministry and the costs of the General Synod and the Standing Committee. The Representative Body is grateful to the Committees for this valuable support.

The cost is reduced by €51,000, a large part of the reduction relating to the allocation for 2011 to the Church of Ireland Clergy Pensions Fund which has fallen by €64,559 to €71,698. The allocation to the Clergy Pensions Fund is adjusted as a consequence of the capital injection of €5m from General Funds to the Clergy Pensions Fund in 2010.

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

- **Exceptional items**

The completion of the sale of the property previously occupied by the Education Officer in Northern Ireland generated a substantial surplus. This surplus was reinvested in General Funds net of the cost in 2010 of the voluntary redundancy programme in Church House.

- **General reserves** (page 66)

Reserves are maintained to provide protection against the possibility of being unable to meet commitments for a particular year. The net cost of allocations for 2011 and unexpended allocations for 2010 amounted to €3.902m, which exceeded the surplus of income over expenditure by €90,000. After a transfer of income relating to the staff pension reserve, an amount of €2,000 was transferred from reserves to meet the allocations commitment for 2011. At the year end the value of the allocations reserve expressed in euro was €3.802m which represents 86.6% of the gross euro denominated provision for allocations as shown in the Balance Sheet (2010 85.4%).

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 16. This shows that, at 31 December 2010, the scheme remained in deficit and, primarily as a result of changes in assumptions and in particular the discount rate, the amount of the deficit had increased from €2.252m to €3.195m. This deficit is shown as a long-term liability in the Balance Sheet and reduces the overall value of reserves.

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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 = £0.8607 or £1 = €1.1618 (2009: €1 = £0.8881 or £1 = €1.1260).

**ALLOCATIONS CHARGED AGAINST THE REVENUE ACCOUNT FOR 2010**

- Allocations charged to the General Fund Revenue Account amounted to €4.191m in 2010. Together with this charge, subventions from the Stipends Fund and from the General Synod Royalties Fund totalling €200,000 allow for a total allocation spend in 2011 of €4.391m and this liability is shown in the Balance Sheet.
- 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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2011 ALLOCATIONS

	2011		2010		2011		2010	
	€	%	€	%	£	%	£	%
<b>GROUP A</b>								
Episcopal Stipends and Expenses	1,058,898		1,105,922		554,625		546,085	
less Episcopal Levy	(381,386)		(385,298)		(351,107)		(355,238)	
	<u>677,512</u>		<u>720,624</u>		<u>203,518</u>		<u>190,847</u>	
Deans of Residences/University Chaplains	89,273		88,366		120,333		119,882	
Queen's University, Belfast, Bursar	-		-		14,085		14,085	
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		37,000		41,500		41,500	
- Discretionary Grants	4,000		4,000		3,000		3,000	
Stipends Related Costs	16,465		21,749		-		-	
St Patrick's Cathedral, Dublin	1,000		1,000		-		-	
	<u>828,250</u>	31.9	<u>875,739</u>	29.1	<u>384,436</u>	28.1	<u>371,314</u>	27.3
<b>GROUP B</b>								
Clergy Pensions Fund	285,706		559,986		504,363		511,786	
Supplemental Fund Benefits								
- Retired Clergy, Surviving Spouses	43,846		11,972		3,064		1,025	
Discretionary Grants								
- Retired Clergy	-		-		13,000		13,000	
- Surviving Spouses	-		-		8,500		8,500	
	<u>329,552</u>	12.7	<u>571,958</u>	19.0	<u>528,427</u>	38.6	<u>534,311</u>	39.3
<b>GROUP C</b>								
Training of Ordinands	480,248		511,660		-		-	
Theological Institute	707,000		745,535		-		-	
Ministry formation project	-		30,000		4,000		-	
Stipends Fund	(125,000)		(200,000)		-		-	
Bishops' Selection Conference	20,000		28,000		-		-	
	<u>1,082,248</u>	41.6	<u>1,115,195</u>	37.0	<u>4,000</u>	0.3	<u>-</u>	0.0
<b>GROUP D</b>								
General Synod/Standing Committee	352,502		405,039		205,651		209,401	
Royalties fund	(75,000)		(75,000)		-		-	
Board of Education	55,974		67,137		66,479		43,681	
Church of Ireland Youth Department	-		-		160,000		180,000	
Child Protection Officers	26,500		26,500		20,000		20,000	
	<u>359,976</u>	13.8	<u>423,676</u>	14.1	<u>452,130</u>	33.0	<u>453,082</u>	33.4
<b>GROUP E</b>								
RCB Library	-		25,000		-		-	
Regular Sunday Services in Irish	500		500		-		-	
	<u>500</u>	0.0	<u>25,500</u>	0.8	<u>-</u>	0.0	<u>-</u>	0.0
	<u>2,600,526</u>	100	<u>3,012,068</u>	100	<u>1,368,993</u>	100	<u>1,358,707</u>	100

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Summary of allocations expressed in euro as per General Fund Revenue Statement:

	2011		2010	
	€	%	€	%
A - Maintenance of the Stipendiary Ministry	1,274,904	30.4	1,293,838	28.5
B - Pension related costs	943,502	22.5	1,173,592	25.8
C - Training of Ordinands	1,086,895	26.0	1,115,195	24.5
D - General Synod Activities	885,281	21.1	933,846	20.6
E - Miscellaneous	500	-	25,500	0.6
	<u>4,191,082</u>		<u>4,541,971</u>	

• **Commentary**

**Group A - Maintenance of the Stipendiary Ministry - €1,274,904**

The funding of episcopal stipends and expenses is the major part of this allocations cost, at €13,968 (2010 €35,518) and 72% of the total (2010 72%). The figure includes office costs, secretarial and travel expenses, financing costs for See Houses as well as stipends, pension funding and employer's state contributions.

The dioceses contribute towards the costs of the episcopacy through a levy which is based on the number of cures and a percentage of a minimum approved stipend per cure. The levy has been maintained at 5.4% of a minimum approved stipend per cure since 2008 and this is budgeted to realise the equivalent of €789,318, which is 46% of the total cost of funding the episcopacy (2010 46%). For 2011 the diocesan levy is €1,377 and €1,956 per cure (2010 €1,377 and €1,956).

The total cost of the episcopacy is budgeted at €1.703m (2010 €1.721m).

In 2010 the actual cost of the episcopacy was reduced from the budgeted level by an underspend of €71,000, which is included in the figure for unexpended allocations on the Revenue Account.

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

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

**Group B - Pension related costs - €943,502**

As noted, the corollary of a capital injection of €5m into the Church of Ireland Clergy Pensions Fund from General Funds in 2010 is a reduction of €250,000 in the allocation to the Fund for 2011, this representing the increase in earning power transferred to the Fund. A stronger sterling exchange rate applied to sterling pension allocations, and small increases in some supplementary payments, limit the reduction in the total contribution to pension related costs to €230,000.

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**Group C - Training of Ordinands - €1,086,895**

The overall cost of training for the ministry in 2011 is expected to show a decrease from the level in 2010, as the transition costs from the old to the new course work through the system, as a result of lower numbers in the institute in 2010/11 and through the efforts of the staff to suppress unnecessary cost. The total is again aided through a subvention from the Stipends Fund of €125,000 (2010 €200,000). This level of support from the Stipends Fund is most welcome but cannot be guaranteed for subsequent years.

In total the provision is €1.087m (2010 €1.115m). The main elements are the amount provided to pay for the upkeep of the Church of Ireland Theological Institute and the amount provided to pay for grants to ordinands in training and in relation to external academic costs arising. The costs of developing the ministry training programme are much reduced to €4,647 from €30,000 in 2010.

The cost of the upkeep of the Institute is that expected for the academic year 2011/2012 and shows costs being contained to €707,000 (2010 €745,535).

The Training of Ordinands provision shows the cost relating to grants for students, their accommodation costs and the fees paid in respect of Trinity College Dublin and outside lecturers. Married students in 2010/11 receive a personal grant of €7,700 (€7,700) and the single grant is €4,400 (€4,400). There are also grant allowances made for dependent children.

The academic year 2011/12 will see students in all three years of the new course and the third year students based in parishes with training rectors, and this will be the first typical year of cost relating to the MTh course.

Extracts from the accounts of the Church of Ireland Theological Institute are included as Appendix B (page 79).

**Group D - General Synod Activities - €885,281**

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

The effort in 2010 to restrain spending levels has been maintained for 2011, resulting in further reductions in allocations for the Standing Committee and the General Synod and for the Church of Ireland Youth Department.

The ability to offset relevant interest earned against the costs of the Board of Education in Northern Ireland was reduced in 2010 and will not arise in 2011, giving rise to an increase in net costs, but not in the gross allocation. 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.

Total cost for this group of allocations is reduced by €48,565 or 5% against 2010. The allocation proposed for the Church of Ireland Youth Department is €160,000 (2010 €180,000).

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**Group E - Miscellaneous - €500**

No allocation is this year being made to the RCB Library as it has been indicated that for 2011 unexpended funds from allocations and other donations will be sufficient to provide for 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 <sup>1</sup> )	
	2010	2009	2010	2009
<i>General Funds/Reserves</i>				
UK and Foreign <sup>2</sup>	€123.41	€119.89	12.2%	24.8%
Ireland and Europe	€18.60	€19.77	-4.7%	14.3%
Allocations Reserve <sup>3</sup>	€3.78	€4.85	-2.5%	11.0%
<i>Clergy Pensions Fund</i> <sup>2</sup>	€107.73	€93.89	11.3%	24.7%
<i>Specific Trusts</i>				
RB General Unit Trust (RI)	€137.57	€138.77	2.4%	22.8%
RB General Unit Trust (NI)	£34.72	£31.91	11.6%	18.6%

The market value of the portfolios (expressed in euro) increased over the year from €12.52m (translated at €1 =£0.8881) to €430.87m (translated at €1 =£0.8607).

Total return performances of relevant equity and bond market Indices in 2010 were:

Ireland (ISEQ)	-0.1%	DJ Eurostoxx 50	-2.0% <sup>4</sup>
US (S&P Composite)	15.1%	UK (FTSE 100)	12.7%
ISEQ Bond Index	-13.8%	FTSE All UK Gilts	7.2%

Five year fund performance figures are included as Appendix C (page 81).

- **Ireland**

The health of the Irish economy remained in a perilous state in 2010, although there was emerging evidence to suggest that the precipitous decline in economic activity in 2008 (-3.5%) and 2009 (-7.6%) started to show some signs of levelling out. The Irish economy emerged from recession in the first quarter 2010 with GDP growth of 2.2%. The recovery in the Irish economy is being driven by exports, while domestic demand is still weak. Consumer confidence remains fragile against a background of ongoing job losses and downward pressure on disposable incomes with further pressures to come as austerity measures announced in the national budget 2011 take effect.

<sup>1</sup> Adjusted for the effect of cash inflows and outflows in the year.

<sup>2</sup> €5m was transferred from General Funds to the Clergy Pensions Fund during 2010.

<sup>3</sup> €753,000 was withdrawn from the Reserve for 2009.

<sup>4</sup> Net of Dividend Withholding Tax.

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The Irish government bond market came under strain as concerns mounted regarding the level of funding required to recapitalise the Irish banking system. The potential impact of the banking system on the state finances eventually proved too much for the Irish Sovereign as 10 year yields rose to over 9% and Ireland agreed to an €85bn EU/IMF bailout in November which was hoped would prevent contagion from spreading to other peripheral EU countries.

Ireland's debt/GDP ratio is estimated at 95% of GDP at end 2010. It is projected to peak at 102.5% of GDP by 2014. Without the cost of the banking rescue, the ratio would have been closer to 75%. There are significant risks that the debt level could go higher should the cost of the banking bailout rise further or if economic growth comes in below forecasts. High levels of private sector debt and potential mortgage arrears/defaults remain a risk for the banking sector. To date capital injections in the banking system have failed to ease access to credit and this remains a risk to growth in 2011.

On a positive note Ireland's wages and other costs in the Irish economy have fallen resulting in an improvement in competitiveness. The economy is undergoing a rebalancing away from its previous over reliance on the construction sector towards more sustainable export-orientated activity.

The Irish equity market fell by 3% in 2010, with the ISEQ Financials Index plummeting by 61% on revised capital targets, higher core capital requirements and higher state ownership levels than previously envisaged (over 90% in the case of AIB). Irish Government bonds also impacted portfolio returns with the ISEQ Bond Index falling by 18.4% over the 12 months on fears of a restructuring and/or bailout.

- **UK**

The UK economy proved more resilient than its Irish and European counterparts in 2010. Having emerged from recession in the fourth quarter of 2009, growth momentum surprised on the upside in 2010, with GDP for the full year coming in at circa 1.7%. However, Q4 was a good deal weaker than anticipated, partly as a result of poor weather. Construction output in particular outperformed but this level of support is unlikely to continue with expenditure on public sector construction set to fall sharply. The UK economy is expected to expand by 2% in 2011.

Corporate sector balance sheets are less stretched than households and the public sector. In what is a scarce yield environment and low deposit interest rates, demand for dividend paying stocks and corporate bonds should remain strong. It is envisaged that companies (in certain sectors) may begin to make cash returns to shareholders, implement share buyback programmes and renew emphasis on dividend growth (albeit off a low base).

The UK equity market rose by 9% in capital terms (12.6% in euro terms) over the twelve months (following a 22% gain in 2009). Industrial and mining companies performed strongly as did select utilities, oil and gas stocks and chemical companies. Retail and pharmaceutical sectors underperformed and on an individual level, BP's share price fell heavily (22%) following an oil spill in the Gulf of Mexico in April 2010 and potential clean up costs arising from the incident.



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- **Continental Europe**

The Eurozone economy did reasonably well in 2010 with overall growth projected to come in at 1.7% (ahead of expectations). However, growth was driven by Germany (GDP growth of 3.3%) and the other Northern European economies such as France and the Netherlands, whilst economic growth in Italy remains muted and Spain is estimated to have contracted by 0.3% over the year.

News flow in Europe was dominated by the escalating sovereign debt crisis which has resulted in surging refinancing costs, plunging credit quality and a host of ratings downgrades amongst the Eurozone's most vulnerable sovereigns. Austerity measures have had to be implemented across various European economies to combat burgeoning deficits with associated repercussions for the consumer in terms of reduced government spending and the prospect of higher taxes. The crisis has increased borrowing costs and resulted in pressure on the euro which fell by 8% versus sterling and by 10% against the US dollar over the twelve months to 31 December 2010. Unease has been further compounded by speculation that from 2013 euro bonds may contain clauses permitting payment conditions (coupon and/or capital) to be altered during any future crisis.

Sovereign risk has created renewed tensions in bank funding markets and calls for further capital adequacy requirements and stress testing in the banking sector which is reflected in the underperformance of the European banking sector versus the broader index over the period. European equities underperformed most global markets over the year and were one of the few global markets to experience a negative capital return with the Dow Jones EuroStoxx 50 falling by 5.8% in 2010. This masks the significant variability of returns within the index at both a sectoral and individual stock level where returns ranged from +85% to -38%.

- **Outlook for 2011**

It is expected that corporate earnings will remain strong in 2011 and with data indicating that we are presently at the early to mid point of the current cyclical bull market, equity market returns should be positive for the year. Macroeconomic conditions such as sustained geopolitical tensions or a worsening of the European sovereign debt have the potential to derail such an outcome. Additionally, persistently high unemployment, government spending cuts and subdued private consumption are likely to continue to drag on growth in developed economies. Interest rates should remain low into 2011, which will support continued growth.

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

In 2010, the Investment Committee monitored and carried out its annual SRI assessment of individual stock holdings within the various portfolios and excluded stocks where it was deemed appropriate. In December 2010, the Investment Committee reported to the Representative Body that it was satisfied that the investment managers are sensitive to the Church's concerns and expectations with regard to ethical and socially responsible investment. The report is included as Appendix D and is unchanged from the previous year (page 82).

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- **Income**

The Representative Body's General Funds and General Reserves investment income for 2010 was up 3% on 2009. A stabilisation in corporate dividends was seen in 2010 with some companies reinstating their dividends while others announced modest increases. While 2011 is likely to provide a further modest uplift to income, ongoing uncertainty surrounding issues like sovereign debt, fiscal austerity measures and ongoing weakness in consumer demand in developed economies are liable to result in corporate caution regarding shareholder distributions. Additionally, stock specific issues similar to those that befell BP in 2010 remain a risk to General Funds income levels and unit trust distributions. Greater international diversification within portfolios should help portfolio income.

- **Unit Trusts**

Extracts from the financial statements of the two RB General Unit Trusts for the year ended 30 June 2010 are included as Appendix E (page 84).

Distribution rates for the RB General Unit Trust (RI) were once again lower in 2010 despite drawing further on the dividend equalisation reserve, while the RB General Unit Trust (NI) distribution was marginally reduced for the first time during 2010.

- **Asset Management**

Over the years, the general investment policy or strategy for in-house managed funds 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. As noted last year, the weighting to bonds for in-house funds and in particular General Funds was increased in early 2009 to stabilise income during the financial crisis. However, towards the end of 2010 it was decided to gradually return the asset allocation back towards equities in order to ensure that the Funds' longer term capital and income growth objectives are achieved and this process is expected to continue during 2011.

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

The Church of Ireland Clergy Pensions Fund is invested passively with Irish Life Investment Managers. A Statement of Investment Policy Principles (SIPP) sets out the Trustee's investment policy for the management of the assets of the Clergy Pensions Fund. A copy of the SIPP is included as Appendix F (page 105). (Information relating to the investments for the Clergy Pensions Fund may be found in the Financial Statements which form part of the report of the Church of Ireland Pensions Board beginning on page 117).

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.

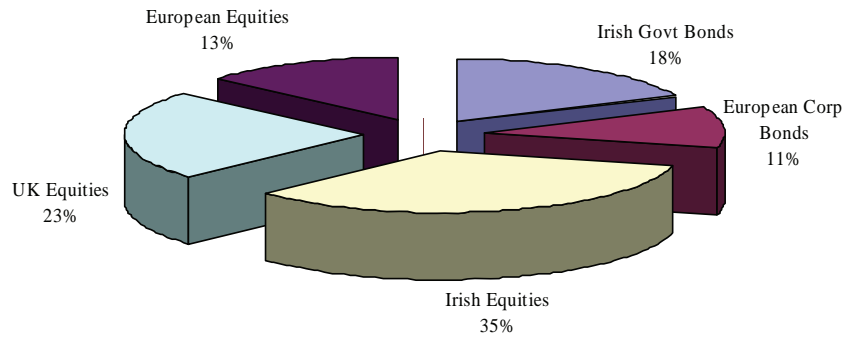
The Investment Committee meets with its external managers on a regular basis to review policy, performance and investment strategy.

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**GENERAL FUNDS PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2010**

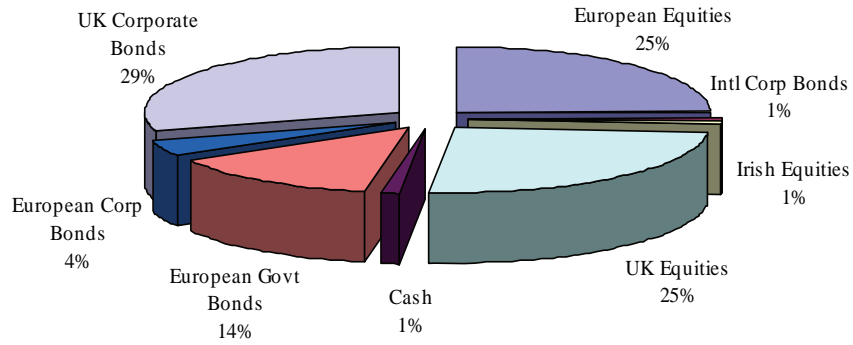
**Under in-house management**

**€18.6m**



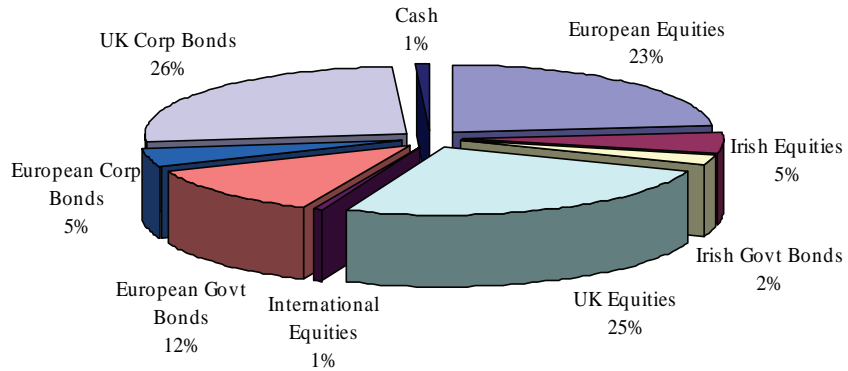
**Under Lazard management**

**€23.4m (£106.2m)**



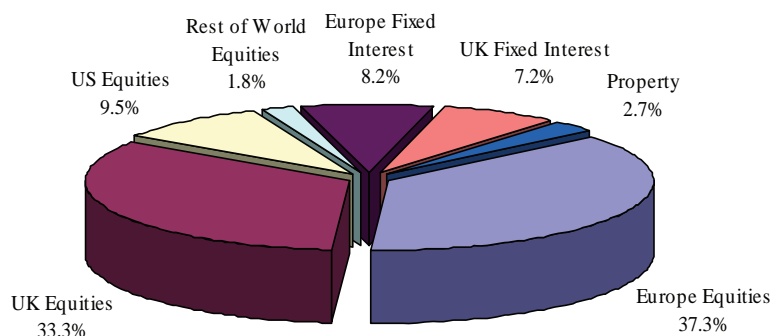
**Combined portfolio**

**€142m**



**CLERGY PENSIONS FUND PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2010**

Combined Value:	€107.7m
Irish Sub-Division Value:	€53.4m
UK Sub-Division Value:	€54.3m (£46.7m)



**CLERGY REMUNERATION AND BENEFITS**

• **Minimum Approved Stipends (MAS) 2012**

As indicated in the report of the Representative Body to the General Synod in 2010 a review of the timing and implementation of the annual review of Minimum Approved Stipends (MAS) was to be undertaken due to consistent concerns having been raised at how changing economic circumstances can make decisions on MAS levels appear to be out of date by the time they are implemented.

The following proposal for a revised timing and process for arriving at MAS levels has been approved by the Representative Body and the Standing Committee of the General Synod:

- statistical data to 30 June to be used;
- Stipends Committee to meet in late August / early September to consider MAS levels for the following January;
- Executive Committee to consider the recommendation of the Stipends Committee and make a proposal to the September meeting of the Representative Body;
- September meeting of the Representative Body (to be held in morning) to consider the proposal of the Executive Committee and make a recommendation to the Standing Committee of the General Synod;

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- September meeting of the Standing Committee (to be held in afternoon) to ratify, on behalf of the General Synod, the recommendation of the Representative Body;
- MAS to be implemented in the following January;
- MAS as implemented in January to be reported to the General Synod in that year.

An amendment to Section 51(1) of Chapter IV of the *Constitution of the Church of Ireland* will be necessary to enable the Standing Committee to determine MAS levels on behalf of the General Synod. (Details of the proposed legislation are included in the Bill Pamphlet circulated to members of the General Synod in 2011.)

In the event that the proposed legislation fails it will be necessary to have a resolution in place for stipend levels from 1 January 2012.

*Republic of Ireland* – In reviewing the cumulative percentage figures of comparison data for the previous ten years the movement in MAS is broadly in line with increases in earning comparators and well ahead of cumulative Consumer Price Index (CPI) to December 2010.

*Northern Ireland* – For the ten years to December 2010 the cumulative percentage figures for Retail Price Index (RPI), teachers' salary scales, Church of England recommended stipends and average earnings reflect increases ahead of the comparative MAS cumulative percentage. Whereas MAS has remained static for 2010 and 2011 the Church of England has awarded increases. Furthermore, RPI for the year to 31 December 2010 was running at 4.8% and average earnings increases for the same period were between 1.9% and 2.3%.

In the event of the legislation passing, a reassessment of the most up-to-date data will be undertaken in early September 2011 and recommendations in relation to MAS for 2012 will be brought by the Representative Body for approval by the Standing Committee in September.

The following minimum stipends are recommended for approval by the General Synod to take effect from 1 January 2012, should legislation fail. The recommended levels reflect no change in the Republic of Ireland and a 2% increase in Northern Ireland levels:

	2012 (recommended)	2011
Northern Ireland	£26,008	£25,498
Republic of Ireland	€36,219	€36,219

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• **Episcopal costs**

The breakdown of total Episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€ 2011	€ 2010	£ 2011	£ 2010
(1) Stipends together with state insurance costs	491,532	492,194	268,141	268,320
(2) Pension costs	175,800	215,512	62,622	63,790
(3) Offices of the Sees expenses	328,197	328,197	174,406	169,844
(4) See Houses and other costs	243,874	263,552	133,428	133,080
<b>Totals (gross)</b>	<b>1,239,403</b>	<b>1,299,455</b>	<b>638,597</b>	<b>635,034</b>
(5) Less endowment income	(207,594)	(220,622)	(61,627)	(65,071)
<b>Totals (net of income)</b>	<b>1,031,809</b>	<b>1,078,833</b>	<b>576,970</b>	<b>569,963</b>

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

Notes relating to the figures above:

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

Stipends are multiples of minimum approved stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

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

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• **Locomotory Allowances 2011**

The approved locomotory allowances for 2011 are based on public service rates for Northern Ireland as at 1 April 2010 and Revenue approved civil service rates for the Republic of Ireland as at 1 July 2008, as follows:

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

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

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

The Northern Ireland public service rates applicable from 1 April 2010 moved significantly upwards (by approximately 10%) from the rates approved by the Representative Body in 2009 for the year 2010. It was agreed to adopt the revised Northern Ireland public service rates from 1 January 2011.

• **Children’s Allowances 2010/2011**

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 2010	
	Republic of Ireland	Northern Ireland
Over 11 attending secondary school	€600	£100
Third level students (up to age 23)	€300	£400
Eligible orphans	€600	£400

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

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

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- **Clergy Car Loans**

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

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

This ratio of maximum loan to minimum stipend is designed to maintain a reasonable relationship between borrowing capacity and ability to pay. At 31 December 2010 there were 66 loans outstanding with a total value of €496,000.

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

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

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

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

- **Chaplaincy Provision to Third Level Educational Institutions**

The policy for chaplaincy funding adopted in 2004 was reviewed in 2010. The policy states:

“Where a proposal arises to employ a full time chaplain at a third level educational institution and commitments have been received from other sources to fund at least two thirds of employer’s costs, the RCB will consider funding up to one third of employer’s costs, being not more than one half of the Minimum Approved Stipend in force at the time.”

This policy is based on the premise that funding support should be for part funding of full-time chaplains and not funding of part-time chaplains.

The review concluded that this policy is still the most appropriate under current circumstances.



## **PROPERTY AND TRUSTS**

- **General**

The Heritage Council has offered grants each year since 1998 to support heritage projects nationwide but cutbacks in Government spending have resulted in the Heritage Council announcing that it is to suffer a 28% cut to its budget in 2011. This is on top of a 30% cut in 2010 and as a result there is not sufficient funding to support all three grant schemes (Heritage Management, Heritage Research and Heritage Education, Community and Outreach). This budget reduction means the Heritage Council has to give priority to projects that support capital works to heritage under threat and creation of employment through the Heritage Management Grant Scheme. There will be limited funding available for significant places of public worship, large-scale projects and conservation plan led projects. The significantly reduced funding will impact particularly on church conservation projects. The Heritage Council is not in a position to fund projects under the Heritage Research Scheme in 2011 and this will affect the funding for the Survey of Stained Glass Windows in the Church of Ireland.

Residential property prices in the Republic of Ireland and Northern Ireland continued to fall during 2010. While prices are not falling at the rapid rate seen during the recent slump, the current lack of confidence in the market due to public spending cuts, high unemployment, reduced take-home incomes, the continuing scarcity of finance and speculation that interest rates may rise, give little optimism for anything other than a sluggish and uncertain property market for 2011. The income that can be obtained from rented property has been adversely affected in many areas due to high emigration and oversupply, particularly outside of the major cities.

- **Roles and Responsibilities**

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

- **Title and Contract Issues**

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

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- **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 €4,854,828 and £514,741. Grants of €77,025 and £117,850 were allocated by the RCB from the income of the Fund on the recommendation of the Primate in 2010. Applications for grants, subject to criteria, are considered in March and October (details/application form from Church of Ireland House, Dublin). A list of grants allocated during 2010 is included as Appendix G (page 110).

- **Marshal Beresford Fund**

Grants of €63,425 and £38,775 for repairs to Churches were made from the Beresford Fund in 2010. The allocation of this income, in accordance with the trusts, is made by the Archbishop of Armagh on behalf of the Trustees of the Fund. Grants are allocated in conjunction with the recommendations for grant assistance from the Church Fabric Fund. (Details/application form from Church of Ireland House, Dublin.)

- **The See House, Armagh**

Following the granting of Planning Permission for a new See House at Cathedral Hill, Armagh and a tender process for the construction project, work commenced on the site in November 2010 with completion scheduled for December 2011.

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

Plans for the proposed new See House at Kilmore, Cavan were approved by the Representative Church Body in December 2009. It was intended to submit a planning application in early 2010 for the project but the application was delayed due to the issuing of new draft Planning Guidelines to Local Authorities by the Department of the Environment Heritage and Local Government, which resulted in amendments being necessary to the plans. Following a number of discussions with the Local Authority planners, it is now hoped to submit the Application for Planning Permission in March 2011.

- **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, Derry and Raphoe, 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 embark on the fieldwork and photography in the Diocese of Armagh during 2011.

## The Representative Church Body – Report 2011

To date funding of €230,842 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 €63,885 towards the project over the past ten years.

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

- **Churchyard and Graveyard Walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2010. Parishes are strongly advised to inspect walls regularly, to seek technical advice and to carry out preventative maintenance where possible. Parishes should be vigilant when any form of development takes place on adjoining or adjacent sites and ensure that buttresses, foundations and other supporting structures are not interfered with to the detriment of the churchyard or graveyard walls.

- **Insurance**

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

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

A circular concerning the matter of parish insurance policies was issued recently to all parishes in the Republic of Ireland and Northern Ireland 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*.

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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 m<sup>2</sup> ;
- If a building is to be demolished after sale.

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

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

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

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

- **Listed Places of 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. 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 or faith group. The building must be used as a place of worship at least six times a year.

The Scheme:

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- 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.

It has been announced that funding for listed places of worship will continue for a further 4 years from April 2011 and the following points should be noted:

- To make the scheme ‘financially sustainable’ the terms have already been tightened (with effect from 4 January 2011) by removing the eligibility of professional fees and repairs to clocks, pews, bells and organs.
- There will be an annual fixed maximum budget of £12 million from the Department for Culture, Media and Sport. The Department intends to discuss with faith groups and denominations how the scheme can best operate within that budget. Further announcements will be made in due course.
- The way the scheme works will be reviewed so it can be managed in the most simple and un-bureaucratic way possible in order to stay within the budget cap that has already been announced.
- The last date for receipt of applications under the current arrangements (ie the tightened ones) will be 31 March 2011.
- Following the increase of VAT to 20% from 4 January 2011, it has been confirmed that the current scheme will continue to refund up to the full VAT paid for works that remain eligible.
- For any ‘rejected’ claims that are subsequently resubmitted, the date of receipt will be the date on which the resubmitted claim is received and not the date the original claim was received.

Full information and application forms may be obtained from the website [lpwscheme.org.uk](http://lpwscheme.org.uk) or contact:

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

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- **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](http://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](http://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](http://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](http://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 Leslie Forrest and Mrs Jane Leighton (both of whom are members of the Property Committee) and Mrs Primrose Wilson, who acts as Advisor.

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.

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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 29 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 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](http://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.

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- ❖ 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](http://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](http://www.hc.anglican.org).

#### **Website**

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

### **LIBRARY AND ARCHIVES COMMITTEE**

#### **• Summary**

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

During 2010, substantial progress has been made on converting the card catalogue of printed books to a new online catalogue which will provide universal access through the Library’s website [www.library.ireland.anglican.org](http://www.library.ireland.anglican.org). At the end of 2010, 25,183 books were available on the online catalogue.

Considerable progress was also made, with the assistance of the Church House IT Department, in populating the Library’s website with introductory information and a beginning has been made to making lists and indexes of archives and manuscripts available online.

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



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- **Allocations**

The General Synod allocated €1,000 for the purchase of books. This was generously augmented from the following sources:

Cashel and Ossory dioceses (€400); Clogher diocese (€150); Down & Dromore diocese (£280); Ferns diocese (€400); George E. Greene Memorial Fund (€1,750); Limerick, Killaloe & Ardfert dioceses (€250).

- **Accessions**

Books and periodicals were purchased to meet the requirements of those in training for ministry and the needs of the wider church. In particular continued 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 and organizations, notably the late Very Rev WNC Barr, CMSI, the Rev Ron Elsdon, the late Rev WRJ Gourley and Canon GPStJ Hilliard.

The principal archival accessions were records from 40 parishes, bringing to 1016 the number of parish collections which the Library manages. In addition there were 32 accessions of miscellaneous manuscript material among which the theological treatises of the Cork cleric, James Hingston, will be valuable for students of the 18<sup>th</sup> century, the records of the Actors' Church Union will cast some light on a little known aspect of the Church's missionary work, while the sermons of the Ven Guy Cave (1919-2009) and the Rev Wilbert Gourley (1948-2010) may prove to be important sources for interpreting contemporary parish life.

A list of accessions of archives and manuscripts to the Library during 2009 is included as Appendix H (page 111).

- **Storage**

Semi-current archival material which is not available to researchers was transferred to storage 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 Church of Ireland Theological Institute, for those in training for the non-stipendiary ministry (NSM) and for students on the Foundation Year programme. On the weekends on which there was NSM training in the Theological Institute the Library remained open until 7.30 pm.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer. Over 25,000 books have been processed and these are available online through the Library website.

## The Representative Church Body – Report 2011

The first stage of this operation, the conversion of records relating to the modern working core of the Library, has been completed and this is of particular significance for ordinands in the Church of Ireland Theological Institute and especially those involved in distance learning. The second stage, the conversion of the older theological and historical book stock, is underway and it is anticipated that this will be of value for the third year students who, as part of the MTh course, are required to write a dissertation.

Records from 40 parishes were listed.

The papers of the Rev DRC Hilliard (1911-95) were catalogued and further work was undertaken on the diocesan records of Kilmore, Elphin & Ardagh.

- **Conservation**

Nineteen volumes of parish records were repaired and rebound and thirty volumes of reference works were bound.

- **Church Plate**

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

- **Episcopal Portraits**

Six portraits from the Down & Dromore See House collection were cleaned, repaired and re-hung. This completes the conservation of this collection.

Three portraits from the Cashel & Ossory collection, which had been in store following the sale of the Palace in Kilkenny, have been hung in the re-furbished Palace which is now the headquarters of the Heritage Council, and the last portrait remaining in store has been hung in St Canice's Library. This completes the re-location of all the portraits which were in the Palace.

- ***Church of Ireland Directory***

Following a re-organization of responsibilities in Church of Ireland House, editorial responsibility for the *Church of Ireland Directory* was assigned to the Library staff.

- **Outreach**

The fifth volume in the Library's texts and calendars series, *The vestry records of the parish of St Bride, Dublin, 1662-1742*, edited by WJR Wallace, was prepared for publication.

The second phase of the genealogical website, [www.irishgenealogy.ie](http://www.irishgenealogy.ie), which consisted largely of parish records from the Library's collections, was launched by the Minister of Tourism, Culture & Sport in St Werburgh's church, Dublin.

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Library staff gave presentations on aspects the Library's holdings during Heritage Week in Dublin and Cavan and contributed to the Landmark Trust's conference on St Werburgh's Church, Dublin; facilitated the BBC with filming for a programme in its *Who do you think you are?* series and TG4 for one of its *Who lived in my house?* programme; mounted an exhibition for the *Back to our past* show in the RDS; assisted the architect Jeremy Williams in the planning for his forthcoming exhibitions on the architects RC Carpenter, Rawson Carroll, William Gillespie and William Atkins.

Presentations on the Library and its resources were given to history students from TCD and NUI Maynooth and from the Trinity Irish Art Research Centre. In addition, seminars were facilitated for students from the UCD Archives School and the MA in history course in NUI Maynooth.

### **THE CHURCH OF IRELAND CLERGY PENSIONS FUND SOLVENCY**

Last year it was reported that the Actuary, in his formal actuarial valuation as at 30 September 2009, had identified that the Clergy Pensions Fund (CPF) had failed to achieve the Minimum Funding Standard (MFS) as at that date. Where schemes fail to achieve this MFS, the Trustee and Sponsor of the scheme are required to put in place a Funding Proposal designed to restore the solvency of the scheme over a number of years. To this end a series of proposals was brought to and passed by the General Synod in 2010 with the aim of satisfying both the long-term funding position and the short-term MFS. Details of the key elements of the changes passed by Synod, which it was planned would be incorporated into a Funding Proposal, are set out in the report of the Church of Ireland Pensions Board on page 123.

Following the General Synod in 2010, the Executive Committee established a small working group whose brief was, with the Actuary, to prepare the Funding Proposal for formal submission to *An Bord Pinsean* in the early part of 2011. However, in September 2010 the Actuary advised that, while he projected that the long-term funding position had been secured by the changes agreed at the General Synod in 2010, these were no longer likely to satisfy the MFS deficit. This re-emergence of a MFS deficit resulted from an increase in the liabilities of the Fund which had been caused by significant reductions in the rates of interest being earned on secure, high quality, long-term bonds which are used to value the liabilities of the Fund. The yield on these is at historically low levels. This outcome is not unique to the CPF as many, if not all, defined benefit pension schemes both in Ireland and the UK have been similarly affected by the dramatic drop in long-term bond yields.

The working group then met to consider what course of action it would recommend to make good the newly identified MFS deficit through a revised Funding Proposal. As at August 2010 the then legislation required that such a Funding Proposal be filed with *An Bord Pinsean* by May 2011. However in October 2010 *An Bord Pinsean*, recognising that many defined pension plans were confronted by problems similar to that faced by the CPF, announced that it would introduce new legislation no later than July 2011 in relation to the governance of defined benefit plans. It advised that such new legislation will deal with the basis of calculation of the funding standard, including such areas such as risk management and smoothing out effects of changes in the bond markets. As a result of this the Actuary advised the working group that the deadline for filing a new Funding Proposal with *An Bord Pinsean* will be no earlier than July 2011 and further that it is believed that such new legislation will incorporate some additional flexibility in relation to how MFS is to be calculated in future.

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In December 2010, the working group reported to the Representative Body that it believed it to be premature to propose any further radical changes to the CPF pending sight of the proposed new legislation. This position was agreed. Accordingly no changes to the CPF are being brought to the General Synod in 2011.

The working group further advised that the issue of the short-term solvency of the CPF has not gone away, but more time has been granted to consider the best approach to the challenge of eliminating any MFS deficit and the approach will be informed by the awaited pensions legislation.

### **THE CHURCH OF IRELAND CLERGY PENSIONS FUND TRUSTEESHIP**

The General Synod in 2010 approved Bill No 1 giving effect to the recommendations of the Representative Body and the Church of Ireland Pensions Board in relation to the establishment of a new corporate Trustee for the Church of Ireland Clergy Pensions Fund, The Church of Ireland Clergy Pensions Trustee Limited (“the Company”). The revised Chapter XIV of the *Constitution of the Church of Ireland* (the Trust Deed and Rules of the Fund) as approved by the General Synod in 2010 came into force on 1 January 2011.

In accordance with the provisions of the legislation, Memorandum and Articles of Association for the Company were approved by the Representative Body in March 2010 and the Company was duly incorporated in December 2010. The five directors of the Trustee Company, who were appointed by the Representative Body in December 2010 and who were nominated in accordance with the articles of the company, are as follows: The Rt Rev Paul Colton and Mr Bruce Maxwell, nominated by the Church of Ireland Pensions Board and Mr Terence Forsyth, Mr Geoffrey Perrin and Mr John Wallace, all nominated by the Executive Committee of the Representative Body. The Trustee Company will discharge its responsibilities as trustee of the Clergy Pensions Fund as from 1 January 2011.

### **PENSIONABLE STIPEND**

Legislation will be brought to the General Synod in 2011 by the Representative Body and the Standing Committee to change the annual approval process for Pensionable Stipend in line with the proposed changes to the approval process for Minimum Approved Stipend (for details see Bills Nos 4 and 5 as circulated to Synod members).

Under the current system a recommendation on Pensionable Stipend is brought by the Representative Body and the Trustee for approval by the General Synod in May and implemented the following January. The legislation seeks to allow a recommendation to be brought by the Representative Body and the Trustee for approval by the Standing Committee in September for implementation the following January. This would allow more up-to-date statistical data to be used in arriving at recommendations and would also substantially reduce the lead time for implementation of agreed figures.

### **AMENDMENT TO BY-LAWS OF THE REPRESENTATIVE CHURCH BODY**

The Representative Body in March 2010 amended its By-Laws to increase the term of membership for members of its Committees from one to three years.

## **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.

The total value of the subscriptions collected under Gift Aid on behalf of parishes in 2010 was £4,949,491 to which the income tax recovered by the Representative Body added £1,396,011 to give a total of £6,345,502 as compared with £6,606,486 in the previous year. This figure includes an element of transitional relief which was provided by the Government to allow charities to adjust to the fall in basic rate tax from 22 per cent to 20 per cent and is paid in respect of all qualifying Gift Aid donations made to charities between 6 April 2008 and 5 April 2011. 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, when the rate reduces to 20 per cent.

## The Representative Church Body – Report 2011

HM Revenue & Customs announced during 2010 that backdated claims and Gift Aid declarations can now only go back four years rather than six.

### ***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, this higher rate relief being retained in the 2011 budget. 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.

- **Form of Bequest**

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

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

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

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

- **Donations, Bequests and Funds Received**

A full list of funds received by the Representative Body in 2009 on behalf of parishes, dioceses and special trusts is included as Appendix I (page 115).

- **Trusts for Graves**

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

The Representative Church Body – Report 2011

**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 2010:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50	2.20	2.50	1.60
30 June	3.50	2.10	2.50	1.60
30 September	3.50	2.10	2.50	1.65
31 December	3.50	2.50	2.50	1.80

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

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

Year on year (December)	UK (RP Index)	Republic of Ireland (CP Index)
2006	4.4%	4.9%
2007	4.0%	4.7%
2008	0.9%	1.1%
2009	2.4%	-5.0%
2010	4.8%	1.3%

**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 2011 from the balance on the General Funds Revenue Account for the year ended 31 December 2010:

Group A – Maintenance of the Stipendiary Ministry	€ 1,274,904
Group B – Pension Related Costs	943,502
Group C – Training of Ordinands	1,086,895
Group D – General Synod Activities	885,281
Group E – Miscellaneous	500
	<hr/> 4,191,082 <hr/> <hr/>

## II. Minimum Approved Stipend

That, in the event of the failure of Bill No 4 of 2011 to amend the Minimum Approved Stipend approval process, in accordance with Section 51 (1) of Chapter IV of the *Constitution of the Church of Ireland*, Minimum Approved Stipends shall be as follows with effect from 1 January 2012, remaining unchanged from 2011 in the case of the Republic of Ireland and being increased by 2% in Northern Ireland:

- (a) no stipend shall be less than £26,008 per annum in Northern Ireland or €36,219 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.
- (b) the stipend for a Curate-Assistant shall be in accordance with the following scale:

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 as recommended by the Representative Body and the Trustee, in the event of the failure of Bill No 5 of 2011 to amend the Pensionable Stipend approval process, in accordance with Section 2 of Chapter XIV of the *Constitution of the Church of Ireland*, Pensionable Stipend shall be as follows with effect from 1 January 2012, remaining unchanged from 2011 in the case of the Republic of Ireland and being increased by 1.75% in Northern Ireland:

- (a) Pensionable Stipend shall be £25,944 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 2011

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

**FINANCIAL STATEMENTS – PAGE 1**

**YEAR ENDED 31 DECEMBER 2010**

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

**CHAIRMAN**

- Mr S Gamble

**MEMBERS (*ex officio*)**

- The Archbishop of Armagh
- The Archbishop of Dublin
- Mr GC Richards (Allocations Committee)
- Mr RS Neill (Investment Committee) (Deputy Chairman)
- 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

**CUSTODIANS**

- Northern Trust  
Canary Wharf, London E14 5NT

**AUDITORS**

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

**OFFICERS**

- Chief Officer and Secretary
- Head of 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.

Following the dramatic fall in investment income in 2009, income in 2010 showed signs of stabilising, and, partly aided by a more beneficial sterling to euro exchange rate, improved overall by 3.3%. Costs also were stable, and aided by continuing restraint by spending committees and a consequent reduction in allocations, the like for like deficit was reduced from €751k in 2010 to €247k in 2010. This result was after providing for €157k being the net cost arising in 2010 of a voluntary redundancy programme in Church House which will reduce longer term employment costs.

The first € million of a series of planned transfers of capital from General Funds to the Clergy Pension Fund was made in 2010 and has the consequence for General Funds that earning capability is impaired going forward. The corollary of this is that a contributor to the fall of €50k in the allocations charge for 2011 was a reduction of €250k in the annual RCB subvention to the Clergy Pension Fund. Future transfers of capital will be matched similarly. The Clergy Pension Fund will benefit not only from the capital injection but also from internal enhanced earning power.

The outlook for the world economy, and thus for future earnings potential, is uncertain and growth prospects could be damaged by unforeseen world events. The Executive Committee continues to plan for the future with prudence, taking these uncertainties into account.

Following the satisfactory resolution of trust based issues, the profit arising from the sale of a property in Belfast has been recognised at €799k in 2010. Net of the funding cost of the redundancy programme, the balance of this profit was reinvested in General Funds. The value written off against the Allocations Reserve in 2010 was €2k, and the value of that Reserve at year end was €3.8 million.

As noted in the accounting policies following, the presentation of the accounts will be changing for 2011 year end, and this is being done to make them more informative for the reader and more consistent with current and expected future accounting practice for charities.

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

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

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

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

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

8 March 2011

*S Gamble* (Chairman, Executive Committee)



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

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

We have audited the financial statements on pages 6 to 28. These financial statements have been prepared in accordance with the accounting policies as set out on pages 6 to 8.

**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 the accounting policies are set out in the Statement of Trustee's Responsibilities on page 4.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). This report, including the opinion, has been prepared for and only for the 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 are properly prepared in all material respects, in accordance with the Accounting Policies in Note 1 to the financial statements and present the state of affairs and results of the Representative Body of the Church of Ireland in accordance therewith.

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 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 2011



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

**Opinion**

In our opinion the financial statements have been properly prepared in accordance with the Accounting Policies in Note 1 and present the state of affairs of the Representative Body of the Church of Ireland at 31 December 2010 and of its result for the year then ended in accordance with these accounting policies.

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**

**9 March 2011**

The Representative Church Body 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 Representative Church Body; 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.

1. 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 policies of the Representative Body.

The accounting policies adopted by the Representative Body for the year ended 31 December, 2010, are set out following.

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

**Initial measurement**

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

**Subsequent measurement**

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

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

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

Assets and liabilities in currencies other than the functional currency of the Representative Body are translated into euro at the exchange rates ruling at the balance sheet date. Transactions in currencies other than the functional currency of the Representative Body are translated into euro at the rates ruling at the transaction date. Gains and losses on foreign exchange transactions are recognised in the Statement of Total Recognised Gains and Losses on page 11. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate for the year end was €1 = £0.8607 (2009 €1 = £0.8881).

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

The Representative Body is not generally chargeable to Irish and UK taxation its income or capital gains. Withholding tax refunds received are recognised at the point when they are recovered.

- (vi) **Loans** – Loans are stated at book cost at the balance sheet date.
- (vii) **Financial Risk** – The Representative Body manages a variety of risks, including market price, interest rate, foreign currency and liquidity, through the maintenance of a widely diversified portfolio of actively traded financial instruments. Note 18 to the financial statements sets out the exposure and the detail of treatment adopted.
- (viii) **Current accounts** – Current accounts (see note 2) are treated as current liabilities in the financial statements, as by their nature they are amounts which are owned by other entities, or have a committed purpose, or are reserved specifically for a future purpose.
- (ix) **Tangible fixed assets and depreciation** – Land is stated at cost. Other fixed assets are stated at cost less accumulated depreciation and are depreciated over the period of their expected useful economic lives. Depreciation is calculated using the following annual rates: Premises: 2% to 10%; Furniture and fittings: 8% to 10%; Office equipment: General 20%, System software 10%, Other software 20%.
- (x) **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.



- (xi) **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. The year-end bid price is taken as the fair value of these assets. The defined contribution pension charge to General Fund Revenue Account comprises the contribution payable to the scheme for the year.
2. The Representative Body plans to restructure the presentation of its financial statements with effect from 1 January, 2011.

This will involve the following:

- A columnar layout of a Statement of Financial Activity (SOFA) based on a fund generating category basis to be determined and agreed by management
- The SOFA will disclose separately by fund type incoming resources ('income'), resources expended ('expenditure'), transfers, allocations and realised and unrealised gains and losses on the face of this primary financial statement
- A columnar split or separate Balance Sheet for each of General Funds, Specific Trusts and RCB Funds
- The assets of the Clergy Pension Fund will not be included and will be presented only in separate Clergy Pension Fund statements

The restructuring of the presentation of the financial statements is planned to achieve:

- That the financial statements will comply with the requirements of Generally Accepted Accounting Practice in Ireland and are to be prepared in accordance with the Statement of Recommended Practice (SORP) – Accounting and Reporting by Charities, issued in February, 2005.
- That the financial statements can be readily and easily understood by their principal users and readers and that changes are well planned and executed within the organisation.

The Representative Church Body – Report 2011

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**  
**GENERAL FUND REVENUE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2010** **PAGE 9**

	Notes	2010 €000	2009 €000
<b>INCOME</b>			
Investments		5,886	5,629
Property and loans		139	119
Deposit interest		78	147
Sundries		146	130
Interest on reserves		124	141
		6,373	6,166
<b>EXPENDITURE</b>			
Operating expenses	11	1,956	2,090
Professional fees (including investment management costs)		315	244
Audit fees (including Unit Trusts)		79	89
Pensions for retired staff		123	120
Staff pension scheme net finance expense	16c	88	170
Reorganisation costs	17a	157	-
		2,718	2,713
Surplus of income over expenditure		3,655	3,453
<b>Allocations</b>			
- Allocations		(4,191)	(4,542)
- Prior year allocations unexpended		289	338
(Deficit) after general allocations		(247)	(751)
Special contribution to Clergy Pension Fund	17b	(5,000)	-
Profit on sale of property	17c	799	-
		(4,448)	(751)
<b>Transfers</b>			
- from / (to) allocations and FRS 17 reserves	6 & 7	92	753
- from building development reserve		85	85
- from computer development reserve		75	75
- (to) staff pensions reserve - income in year		(2)	(2)
- from/(to) general funds		4,198	(160)
		-	-

Signed: *S Gamble*  
*R Neill*  
Date: *08 March 2011*

The Representative Church Body – Report 2011

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

**BALANCE SHEET**

**31 DECEMBER 2010**

**PAGE 10**

	Notes	2010 €000	2009 €000 As restated
<b>CURRENT ASSETS</b>			
Debtors		1,197	1,236
Cash on short term deposit	15	42,632	46,287
Bank balances	15	-	938
		<u>43,829</u>	<u>48,461</u>
<b>CURRENT LIABILITIES</b>			
Current account income balances	2	8,059	8,645
Allocations	12	4,391	4,817
Creditors		1,144	1,050
Bank balances	15	117	-
		<u>13,711</u>	<u>14,512</u>
<b>NET CURRENT ASSETS</b>		<b>30,118</b>	<b>33,949</b>
<b>LONG TERM (LIABILITY)</b>			
Staff pension scheme (deficit)	16	(3,195)	(2,252)
		<u>26,923</u>	<u>31,697</u>
<b>TANGIBLE FIXED ASSETS</b>	3	<b>4,852</b>	<b>4,932</b>
<b>INVESTMENTS</b>			
Loans		1,456	1,555
General funds	4	144,311	141,239
RCB funds		4,354	3,668
Specific trusts	5	281,400	264,914
<b>TOTAL NET ASSETS</b>		<b><u>463,296</u></b>	<b><u>448,005</u></b>
<b>FUNDS EMPLOYED</b>			
General funds	6	145,700	143,122
General reserves	7	1,798	3,214
<b>GENERAL FUNDS EMPLOYED</b>		<b>147,498</b>	<b>146,336</b>
RCB funds	9	4,708	3,814
Pensions and related funds	8	110,931	96,957
Other trust funds	10	200,159	200,898
<b>TOTAL FUNDS EMPLOYED</b>		<b><u>463,296</u></b>	<b><u>448,005</u></b>

Signed: *S Gamble*

*R Neill*

Date: *08 March 2011*

The Representative Church Body – Report 2011

**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 2010** **PAGE 11**

STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES	Notes	2010 €000	2009 €000
Deficit after general allocations		(247)	(751)
Transfer to Clergy Pension Fund		(5,000)	-
Profit on sale of property		799	-
		<u>(4,448)</u>	<u>(751)</u>
Currency translation movement	6 & 7	2,299	4,150
Unrealised surplus on revaluation of investments and property	6 & 7	4,809	27,307
(Loss) on investment sales	6	(555)	(10,986)
Actuarial (loss)/profit on staff pension scheme	16d	(943)	1,562
Increase in funds employed		<u>1,162</u>	<u>21,282</u>
 RECONCILIATION OF MOVEMENT IN GENERAL FUNDS EMPLOYED			
Balance 1 January		146,336	125,054
Increase in funds employed		<u>1,162</u>	<u>21,282</u>
Balance 31 December		<u>147,498</u>	<u>146,336</u>

*Signed:*     *S Gamble*  
                  *R Neill*  
*Date:*        *08 March 2011*

The Representative Church Body – Report 2011

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

**CASH FLOW STATEMENT**

**YEAR ENDED 31 DECEMBER 2010**

**PAGE 12**

	Notes	2010 €000	2009 €000 As restated
NET CASH FLOW FROM OPERATING ACTIVITIES	13	3,976	3,690
ALLOCATIONS OF INCOME PAID		(4,327)	(4,763)
<b>CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS</b>			
Purchase of investments		(46,408)	(73,611)
Sale of investments		49,362	70,500
Advances of glebe, miscellaneous and car loans		(587)	(626)
Repayment of glebe, miscellaneous and car loans		685	237
Purchase of fixed assets		(217)	(113)
Sale of fixed assets		832	-
Pension related adjustment and capital movements		(4,933)	128
NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS		(1,266)	(3,485)
<b>FINANCING</b>			
Net cash inflow/ (outflow) - RCB funds		208	(862)
Net cash (outflow) for specific trusts		(3,347)	(21,516)
NET CASH FLOW FROM FINANCING		(3,139)	(22,378)
(DECREASE) IN CASH	14	(4,756)	(26,936)

Signed: *S Gamble*  
*R Neill*  
Date: *08 March 2011*

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

**NOTES TO THE FINANCIAL STATEMENTS**

**PAGE 13**

1 SPECIFIC TRUSTS FUND INCOME AND COVENANTS

	2010 €000	2009 €000 As restated
INCOME		
Investments	7,456	7,772
Deposit interest	1,001	1,252
	<u>8,457</u>	<u>9,024</u>
GIFT AID		
Income tax refund on Gift Aid donations	1,622	1,637
	<u>10,079</u>	<u>10,661</u>
Less related administration charges	(500)	(494)
	<u>9,579</u>	<u>10,167</u>
Applied or paid to specific trusts or parishes	<u>(9,579)</u>	<u>(10,167)</u>

A portion of specific trusts income is applied to the payment of stipends, allowances and pensions which in total amounted to €22.5m in the year ended 31 December 2010 (2009 €22.4m). The balance of the cost of remuneration and pensions is funded by transfers from dioceses and from General Synod allocations.

Income relating to RCB Funds is shown, net of outgoings, in note 9, and investment income in 2009 has been restated accordingly.

2 CURRENT ACCOUNT INCOME BALANCES

	2010 €000	2009 €000 As restated
Diocesan stipend & general funds	5,005	5,367
Parochial endowments	94	143
Miscellaneous diocesan trusts	401	371
General Synod trusts	147	193
Other trust income & suspense balances	2,229	2,378
Clergy pensions & related funds	183	193
	<u>8,059</u>	<u>8,645</u>

Current account income balances have been restated for 2009 to exclude those balances relating to RCB funds - see note 9.

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3 TANGIBLE FIXED ASSETS	Premises	Furniture and fittings	Office equipment	Total
	€000	€000	€000	€000
<u>Cost</u>				
At beginning of year	4,921	478	1,369	6,768
Additions	200	-	10	210
Disposals	(41)	-	-	(41)
Currency adjustment	7	-	3	10
At end of year	5,087	478	1,382	6,947
<u>Depreciation</u>				
At beginning of year	602	306	928	1,836
Charge for year	113	38	113	264
Disposals	(7)	-	-	(7)
Currency adjustment	1	-	1	2
At end of year	709	344	1,042	2,095
<u>Net book value</u>				
At beginning of year	4,319	172	441	4,932
At end of year	4,378	134	340	4,852

Premises additions of €0.2m represent the balance from €1.3m of refurbishment costs for the Church of Ireland Theological Institute not borne by the Auxiliary Fund and Sundry Project Fund (€1.0m), or by Allocations specifically provided to meet that cost.

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**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED** **PAGE 15**

4 GENERAL FUNDS – ANALYSIS OF FUND ASSETS	2010	2009
	€000	€000
<u>Investments at valuation</u>		
Ireland		
Government bonds	3,426	2,715
Corporate bonds	363	703
Equities - financial	340	959
Equities - commercial	9,331	7,756
Unit trusts	168	-
United Kingdom		
Bonds	-	626
Equities	35,768	31,316
Unit trusts	36,133	35,043
Europe		
Bonds	24,574	27,532
Equities	30,554	31,218
Rest of the world		
North America equities	13	14
	<u>140,670</u>	<u>137,882</u>
<u>Other assets</u>		
Cash	1,341	1,800
	<u>142,011</u>	<u>139,682</u>
<u>General reserves</u>		
Government bonds	1,739	986
RB General Unit Trust (RI)	561	571
	<u>144,311</u>	<u>141,239</u>



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

5 SPECIFIC TRUSTS – ANALYSIS OF FUND ASSETS	2010	2009
	€000	€000
<u>Investments at valuation</u>		As restated
Ireland		
Unit trusts (excluding RB)	3,084	2,867
United Kingdom		
Bonds	7,745	6,616
Equities	32,109	26,532
Europe		
Bonds	8,804	8,475
Equities	33,749	30,134
Global fund		
Equities	22,240	19,255
	<u>107,731</u>	<u>93,879</u>
<u>Other assets</u>		
Cash	661	560
Debtors	18	15
RB General Unit Trusts	172,990	170,460
	<u>281,400</u>	<u>264,914</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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6 GENERAL FUNDS

	Balance at 1.1.10	Currency translation movements	Capital changes/ movements	Loss on investment sales	Revaluation movements	Balance at 31.12.10
	€000	€000	€000	€000	€000	€000
Realised value	136,194	2,280	(4,198)	(555)	-	133,721
Unrealised surplus/(deficit) on revaluation of investments	6,561	-	-	-	5,051	11,612
Unrealised surplus on revaluation of property	367	-	-	-	-	367
	<u>143,122</u>	<u>2,280</u>	<u>(4,198)</u>	<u>(555)</u>	<u>5,051</u>	<u>145,700</u>

General Funds capital changes records the transfer of €5.0m to support the solvency of the Clergy Pension Fund, less reinvestments of funds resulting from the realised profit on the sale of a property less reorganisation costs (€642k - see note 17) and the annual repayment of funds from the Building and Computer development reserves (€160k - see note 7).

7 GENERAL RESERVES

	Balance at 1.1.10	Surplus	Currency translation movements	Capital changes	Revaluation movements	Balance at 31.12.10
	€000	€000	€000	€000	€000	€000
Allocations reserve	4,116	550	19	(642)	(242)	3,801
Staff pension - FRS 17	(2,252)	-	-	(943)	-	(3,195)
Building development reserve	886	-	-	(85)	-	801
Computer development reserve	375	-	-	(75)	-	300
Staff pensions reserve	89	2	-	-	-	91
	<u>3,214</u>	<u>552</u>	<u>19</u>	<u>(1,745)</u>	<u>(242)</u>	<u>1,798</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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8 PENSIONS AND RELATED FUNDS

	Balance at 1.1.10	Currency translation movements	Capital changes/ movements	Revaluation movements	Balance at 31.12.10
	€000	€000	€000	€000	€000
Clergy Pensions Fund	93,989	-	3,109	10,719	107,817
Widows and Orphans Funds	1,695	4	-	(18)	1,681
Supplemental Fund	706	18	-	39	763
Clergy Pensions Fund (AVC scheme)	567	3	100	-	670
	<u>96,957</u>	<u>25</u>	<u>3,209</u>	<u>10,740</u>	<u>110,931</u>

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

9 RCB FUNDS

	Balance at 1.1.10	Currency translation movements	Capital changes/ movements	Net income	Revaluation movements	Balance at 31.12.10
	€000	€000	€000		€000	€000
Auxiliary and Sundry Projects Funds	3,668	36	587	-	63	4,354
Revenue balances	146	-	-	208	-	354
	<u>3,814</u>	<u>36</u>	<u>587</u>	<u>208</u>	<u>63</u>	<u>4,708</u>

RCB Funds represent endowments and trusts the disposition of which is entirely at the discretion of the Representative Church Body. In prior years the capital of these funds was included in Other Trust Funds, and the income in Current Accounts.

See notes 2 and 10.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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10 OTHER TRUST FUNDS

	Balance at 1.1.10 €000	Currency translation movements €000	Capital changes/ movements €000	Profit/ (loss) on sales €000	Revaluation movements €000	Balance at 31.12.10 €000
	As restated					
Parochial trusts and glebe sales	118,858	910	(587)	24	31	119,236
Diocesan stipend and general funds	21,317	208	28	-	227	21,780
Diocesan miscellaneous trusts	8,849	58	(239)	(61)	84	8,691
Diocesan episcopal funds	4,286	41	-	-	43	4,370
Less: diocesan car loans	(359)	(4)	(102)	-	-	(465)
	<u>152,951</u>	<u>1,213</u>	<u>(900)</u>	<u>(37)</u>	<u>385</u>	<u>153,612</u>
Sundry trusts	39,829	230	(1,547)	3	(171)	38,344
General Synod funds	8,118	42	7	50	(14)	8,203
	<u>200,898</u>	<u>1,485</u>	<u>(2,440)</u>	<u>16</u>	<u>200</u>	<u>200,159</u>

The opening balance of Other Trust Funds has been restated to exclude the capital represented by RCB Trusts - see note 9.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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11 OPERATING EXPENSES

	2010	2010	2009	2009
	€000	€000	€000	€000
Salaries and wages		1,817		1,898
PRSI		185		191
Staff pension costs		242		289
Other staff costs		48		69
Office supplies		129		129
Light, heat and power		28		31
Postage and telephones		42		43
Maintenance and repairs		8		21
Insurance, rates and taxes		83		62
Banking and other charges		10		4
Depreciation		263		283
General administration total		2,855		3,020
Library		222		230
Central committees		89		105
Episcopal electors		-		-
		3,166		3,355
<u>Less costs recovered</u>				
Specific trusts	(408)		(393)	
Legal fees	(58)		(145)	
Other charges	(744)		(727)	
		(1,210)		(1,265)
		1,956		2,090

12 ALLOCATIONS

	2010	2009
	€000	€000
Maintenance of the stipendiary ministry	1,275	1,294
Retired clergy and surviving spouses	943	1,174
Training of ordinands	1,212	1,315
General Synod activities	960	1,009
Miscellaneous financing	1	25
	4,391	4,817

The balance sheet figure of allocations is the gross amount committed by the Representative Church Body to be expended on wider church activities in 2011. (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 at the December meeting.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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13 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:

		2010	2009
	Notes	€000	€000
Surplus of income over expenditure		3,655	3,453
Change in other debtors		(15)	(6)
Change in creditors		71	(34)
Net amortisation of fixed assets	3	264	283
Effect of foreign exchange rate changes		1	(6)
Net cash flow from operating activities		<u>3,976</u>	<u>3,690</u>

14 ANALYSIS OF CHANGES IN CASH DURING THE YEAR

		2010	2009
		€000	€000
Net cash (outflow)		(5,433)	(29,479)
Effect of foreign exchange rate changes		677	2,543
(Decrease) in cash		<u>(4,756)</u>	<u>(26,936)</u>
Balance at 1 January		54,590	81,526
Balance at 31 December	15	<u>49,834</u>	<u>54,590</u>

15 ANALYSIS OF CASH BALANCES

		2010	2009
		€000	€000
Cash on short term deposit		42,632	46,287
Due (to)/from bankers		(117)	938
Cash held for RCB managed funds		5,978	5,565
Cash held by investment managers	4	1,341	1,800
		<u>49,834</u>	<u>54,590</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.

16 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 scheme is closed to new members.

The 1 January 2008 valuation showed that the market value of the assets of the scheme was €0.042m which represented 93.9% of the benefits that had accrued to members after allowing for expected future increases in earnings.

The figures for the year ending 31 December 2010 (and comparatives for 31 December 2009) show that the fair value of the assets of the scheme to be €7.674m (€6.861m), and that this represents 73.1% of the value of benefits that had accrued to members as at that date. The market value of assets has improved by €0.813m (11.8%) during the year. This compares to an average increase of 11.4% for Irish pension funds in the year. The present value of scheme liabilities as calculated by the actuary has increased from €9.113m to €10.869m in 2010.

Amongst the assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments, particularly the discount rate, and the actuarial changes in mortality projections. The discount rate, as prescribed by FRS 17, is based on the market yield at the valuation date of high quality corporate bonds, and was set at 5.4%.

Actuarial calculation of the amounts to be recognised in the general revenue account is shown in note 16c 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:**

	2010	2009
	€000	€000
Present value of funded obligations	(10,869)	(9,113)
Fair value of plan assets	7,674	6,861
Pension Liability in the balance sheet	<u>(3,195)</u>	<u>(2,252)</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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16 RETIREMENT BENEFITS - CONTINUED

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

	2010	2009
	€000	€000
Interest cost	548	542
Expected return on plan assets	(460)	(372)
Net finance expense	88	170
Current service cost - included in operating expenses	177	205
	<u>265</u>	<u>375</u>
Actual return on plan assets	<u>867</u>	<u>1,251</u>

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

	2010	2009
	€000	€000
Actual less expected return on scheme assets	407	879
Experience gains on liabilities	91	257
Change in assumptions underlying the present value of the scheme liabilities	(1,441)	426
Actuarial (losses)/gains recognised in the STRGL	<u>(943)</u>	<u>1,562</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 2010 is €3.701m.

	2010		2009	
	Pension Assets	Pension Liabilities	Pension Deficit	Pension Deficit
	€000	€000	€000	€000
(e) Movement in Scheme Assets and Liabilities				
At 31 December 2009	6,861	(9,113)	(2,252)	(3,699)
Current Service Cost	-	(177)	(177)	(205)
Interest on scheme liabilities	-	(548)	(548)	(542)
Expected return on scheme assets	460	-	460	372
Actual less expected return on scheme assets	407	-	407	879
Experience gains on liabilities	-	91	91	257
Changes in assumptions	-	(1,441)	(1,441)	426
Benefits paid	(337)	337	-	-
Premiums paid	(46)	46	-	-
Contributions by plan participants	63	(63)	-	-
Employer contributions paid	265	-	265	260
At 31 December 2010	<u>7,673</u>	<u>(10,868)</u>	<u>(3,195)</u>	<u>(2,252)</u>



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

## 16 RETIREMENT BENEFITS - CONTINUED

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

At 31 December 2010 the scheme assets were invested in a diversified portfolio that consisted primarily of equity and debt securities and properties. The fair values of the scheme assets as a percentage of total scheme assets and target allocations are set out below:

(as a percentage of total scheme assets)	Planned		
	2010	2009	2008
	%	%	%
Equities	73	69	64
Bonds	14	19	24
Property	4	5	9
Cash	9	7	3

**(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 has been used to estimate the expected return.

For equities and property, the long term rate of return is expected to exceed that of bonds by a margin, the "risk premium". In assessing the equity risk premium, past returns have been analysed giving a risk premium of 4.0% above the long term gilt yields, giving an assumed return of 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 2010 is 6.88% (2009: 6.73%).

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

	2010	2009
	%	%
Discount rate	5.40	6.00
Future salary increases	3.00	3.00
Future pension increases	2.00	2.00
Inflation rate	2.00	2.00

16 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:

	2010	2009
		As restated
Male	22.8	20.7
Female	24.4	23.8

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

	2010	2009	2008	2007	2006
Present value of the defined benefit obligation (€000)	(10,869)	(9,113)	(9,376)	(8,755)	(9,032)
Fair value of plan assets (€000)	7,674	6,861	5,677	9,044	9,371
Pension (deficit)/surplus (€000)	(3,195)	(2,252)	(3,699)	289	339
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	0.84%	2.8%	(15.2%)	(1.4%)	(4.1%)
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	5.30%	12.8%	(67.1%)	(10.2%)	5.8%

17 EXCEPTIONAL ITEMS

- a The costs of a voluntary severance programme are shown as reorganisation costs, net of expected rebate from the state.
- b A special contribution of €5m was made in 2010 to support the solvency of the Church of Ireland Clergy Pension Fund.
- c Profit on the sale of a property has been recognised in 2010 following resolution of trust ownership issues.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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18 FINANCIAL INSTRUMENTS

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

(a) Market Price Risk

Market risk arises mainly from uncertainty about future prices of financial instruments held. It represents the potential loss the RCB might suffer through holding market positions in the face of price movements. The Investment Committee considers the asset allocation of the portfolio in order to minimise the risk associated with particular countries or industry sectors whilst continuing to follow the RCB's investment objective. Derivative instruments to hedge the investment portfolio against market price risk have not been used.

(b) Foreign currency risk

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

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

	2010	2009
	Total	Total
Currency	€000	€000
Sterling	71,956	67,612
Swiss Francs	4,097	4,681
Danish Kroner	1,759	1,308
Czech Kroner	275	-
Norwegian Kroner	935	934
Swedish Kroner	49	-
Polish Zloty	86	-
US Dollars	13	14
	<u>79,170</u>	<u>74,549</u>

The following sets out the rates of exchange used at 31 December 2010.

Sterling	0.86
Swiss Francs	1.25
Danish Kroner	7.45
Czech Kroner	25.06
Norwegian Kroner	7.80
Swedish Kroner	9.02
Polish Zloty	3.98
US Dollars	1.34

18 FINANCIAL INSTRUMENTS (Contd)

(c) Interest Rate Risk

The RCB has interest bearing assets but does not have interest bearing liabilities. The majority of the RCB's financial assets are equity shares and other investments which neither pay interest nor have a maturity date.

The interest profile of the RCB's interest bearing financial assets at 31 December 2010 was:

	2010		2009	
	Total €000	Fixed rate interest €000	Total €000	Fixed rate interest €000
Sterling	-	-	626	626
Euro	30,102	30,102	31,936	31,936
<b>Total</b>	<b>30,102</b>	<b>30,102</b>	<b>32,562</b>	<b>32,562</b>

	Fixed rate financial assets			
	2010		2009	
	Weighted average interest rate	Weighted average period for which rate is fixed	Weighted average interest rate	Weighted average period for which rate is fixed
Sterling	-	-	8.25	5.32
Euro	5.77	7.40	5.83	8.74

(d) Liquidity Risk

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

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

18 FINANCIAL INSTRUMENTS (Contd)

(e) Credit Risk

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

(f) Fair values of financial assets and financial liabilities

All of the financial assets of the RCB are shown at fair value.

(g) Gains and losses on financial assets and financial liabilities held or issued for trading

The net gains/(losses) from trading in financial assets are shown in the statement of total return.

19 PRIOR YEAR COMPARATIVES

In recognition of the nature of the terms of trust of the Sundry Projects and Auxiliary Funds, being funds disposable at the discretion of the Representative Church Body, they are shown as RCB Funds which is a new balance sheet classification in the 2010 financial statements. As a consequence certain 2009 comparative amounts have been restated to maintain comparability with current period disclosures. The effect of these restatements is summarised as follows:

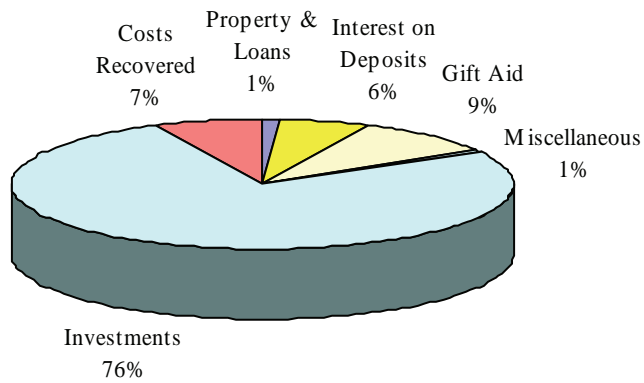
	2009	Adjustment to prior year	2009 as restated
	€000	€000	€000
Current account income balances	(8,791)	146	(8,645)
Investments			
Specific trusts	268,582	(3,668)	264,914
RCB funds	-	3,668	3,668
Funds employed			
RCB funds	-	(3,814)	(3,814)
Other trust funds	(204,566)	3,668	(200,898)
	<u>                    </u>	<u>                    </u>	<u>                    </u>

See notes 2, 5, 9 and 10.

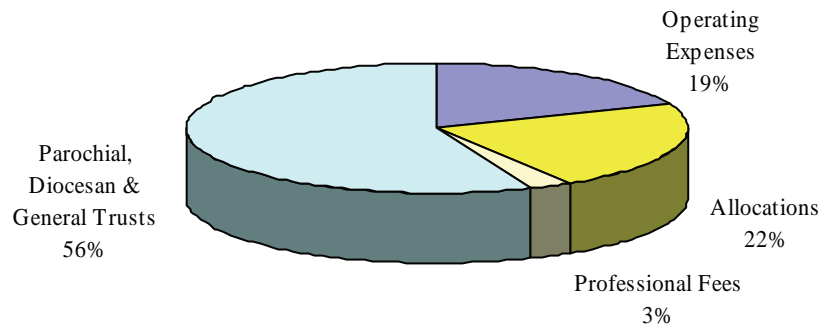
**APPENDIX A**

The total income applied by the Representative Body in 2010 was €17.642m 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 2010**

	2010 €	2009 €
<b>INCOME</b>		
Grants from General Synod	800,155	828,927
Divinity student fees	141,460	116,890
Receipts from guests and conference	63,017	79,536
Non-stipendiary ministry training	19,371	33,660
Clergy study courses	-	3,880
Interest	197	1,229
Foundation course	30,824	30,562
	<u>1,055,024</u>	<u>1,094,684</u>
<b>EXPENDITURE</b>		
Academic expenses	395,893	449,568
Administration expenses	125,514	111,382
Operating expenses	268,742	265,247
Establishment expenses	228,164	252,226
Transfer to Chapel Library	-	700
	<u>1,018,313</u>	<u>1,079,123</u>
Surplus for the year	36,711	15,561
Balance at beginning of the year	16,264	17,524
Opening balance paid to RCB	(15,233)	(16,821)
Balance at the end of the year	<u>37,742</u>	<u>16,264</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 2010**

	2010	2009
	€	€
<b>EMPLOYMENT OF CAPITAL</b>		
<b>FIXED ASSETS</b>	39,986	59,272
<b>CURRENT ASSETS</b>		
Sundry debtors	55,170	40,954
Bank deposit accounts	9,367	11,617
Bank current accounts	26,193	18,498
Cash on hand	17	4
	<u>90,747</u>	<u>71,073</u>
<b>CURRENT LIABILITIES</b>		
Bank current accounts	-	-
Train a Deacon Fund	210	231
Sundry creditors and accruals	45,226	43,720
Deferred	-	1,000
Undistributed Chapel collections	-	2,289
Development finance	13,329	19,171
	<u>58,765</u>	<u>66,411</u>
Net current liabilities	31,982	4,662
Provision for retirement of long term employees	(7,569)	(7,569)
Development finance	(26,657)	(40,101)
	<u>37,742</u>	<u>16,264</u>
<b>CAPITAL AND TRUST FUNDS</b>		
Accumulated surplus	16,264	15,233
Ferrar Memorial Fund for Liturgical Library	163	154
Gregg Memorial Fund for College Library	1,040	877
	<u>37,742</u>	<u>16,264</u>



**APPENDIX C**

**FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS**

		<b>2010</b>	<b>3 year annualised 2008-2010</b>	<b>5 year annualised 2006-2010</b>
		<b>%</b>	<b>%</b>	<b>%</b>
<b>Clergy Pensions Fund</b>	(a)	11.3	-3.2	-1.4
<b>General Funds</b>				
General Funds (In-House)		-4.7	-18.8	-12.3
General Funds (Lazard)		12.2	-2.6	0.8
<b>Parochial, Diocesan Funds etc</b>				
RB General Unit Trust (RI)		2.4	-12.5	-6.6
RB General Unit Trust (NI)		11.6	1.7	5.1
<b>Market Averages</b>				
	(b)			
<i>Mercer Average (Ireland)</i>	(c)	11.4	-4.1	-0.8
<i>ISEQ Index</i>		-0.1	-23.2	-15.0
<i>ISEQ Financial Index</i>		-60.8	-65.7	-48.9
<i>ISEQ Bond Index Total</i>		-13.8	-1.3	-0.4
<i>Dow Jones EuroStoxx 50 Index</i>		-2.0	-10.2	-1.0
<i>FTSE All Share Index (€)</i>		18.7	-3.3	1.0
<i>FTSE All Share Index (£)</i>		14.7	1.7	5.3
<i>FTSE ALL UK Gilt Index</i>		7.2	6.1	4.8

(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 2010)**

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.

### The Representative Church Body – Report 2011

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 2010**

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

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**INVESTMENT MANAGER'S REPORT**

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**YEAR ENDED 30 JUNE 2010**

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**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 began to emerge from recession following strong government stimulus packages and accommodative monetary policy (in an attempt to stabilise global financial markets) resulting in reasonable gains across most major global equity markets.

It should be noted however that the financial year was one of two halves with exceptional double digit returns seen in H1 whilst H2 (of the financial year) brought with it intensifying renewed speculation of a possible 'double dip' recession as the sovereign debt crisis escalated forcing major austerity measures to combat burgeoning deficits across various European and the UK economies with associated repercussions for consumer spending in terms of reduced government spending and the prospect of higher taxes.

The Irish economy lagged its peers in the return to economic growth which came in Q1 2010 with an increase in GDP of 2.7%. This level of growth must be considered however in the context of a 15% contraction in output over the preceding two years.

The Irish equity market, which rose by 6.4% in capital terms was, along with Europe, one of the weaker performing markets over the twelve months. As one of the 'PIIGS' economies (Portugal, Italy, Ireland, Greece and Spain), Ireland's debt came under pressure although the ISEQ Bond Index managed a respectable total return of 6.0% for the year to 30 June 2010.

The preliminary transfer of assets to the National Asset Management Agency (NAMA) was completed at a higher discount than originally envisaged which, together with the introduction of more onerous regulatory capital requirements for financial institutions and proposed capital raising plans (asset sales and rights issues), impacted share prices of Irish financials which fell by 44% in capital terms over the twelve months. News flow on state injections of cash, particularly into Irish Nationwide and Anglo, and the associated impact on the exchequer deficit added to market jitters.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

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**EUROPE**

European equity markets generally performed poorly on a relative basis with the DJ Eurostoxx 50 gaining 7.1% in capital terms; however Germany performed strongly with the DAX rising by 24% over the period.

The German (ILO) unemployment rate fell to 7.3% in March 2010, the lowest level recorded since February 2009 reflecting the rebound in German industry. Measures taken by that government to support the labour market including a policy of work sharing and reduced hours per employee has helped to retain the workforce. Data remains very mixed across the various European economies however, and unemployment for the 16 nation euro area overall remained at a near 12 year high of 10% in May 2010 with companies reluctant to employ additional staff as the recovery shows further signs of losing momentum. Investor confidence has also declined in recent months as fears of a double dip recession have escalated.

The European Central Bank (ECB) on 10 June 2010 lowered its euro-region growth forecast for 2011 to 1.2% (from 1.5% previously) citing weak labour-market prospects with expectations for 2010 in the region of 1%. Spain has the highest jobless rate in the euro region standing at 19.9% in June.

Interest rates were kept on hold over the financial year at 1.0% and are unlikely to increase before 2011. The sovereign debt crisis has increased cost of borrowing for many European countries and resulted in pressure on the euro which fell by 4% versus sterling and by 15% against the US dollar over the twelve months to 30 June 2010. The euro weakness against sterling had positive translation effects on the valuation with 38% of the portfolio in sterling denominated assets as at 30 June 2010. Euro weakness has also been beneficial in terms of driving the economic recovery and resurgent exports, in the face of wavering domestic consumption in most economies.

**UK**

The UK equity market rose strongly over the period reversing a large part of the decline seen in the previous year and outperforming many other global equity markets. The FTSE 100 Index gained 15.7% in capital terms and 19.9% on a total return basis (25% in euro terms) as economic growth began to resume and major global economies emerged from recession.

The UK was the last *major* economy to emerge from recession in Q4 2009 with GDP growth of 0.4%, followed by growth of 0.3% in Q1 2010. Uncertainty regarding the UK elections in May and the possibility of a hung parliament created market jitters and impacted sterling although the emergency budget announced by the new coalition government to address the deficit has been well received by the market. The UK deficit, which is likely to reach 12% of GDP in 2010, is expected to decline to 6% over the next five years through planned austerity measures commencing immediately with an 80/20 mix of spending cuts/tax increases (majority VAT).

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

The jobs market has seen recent setbacks and volatility with the unemployment rate rising to 8% in February (highest since September 1996) before falling back to 7.8% in May. Any recovery in employment may be somewhat hampered by the fallout from the recent emergency budget in terms of public sector employment.

The UK housing market continued to recover over the 12 months and April 2010 saw the first double digit price increase recorded (measured by the Nationwide house price index) since October 2007. This brings the price increase to 10.5% year on year.

The Bank of England kept rates on hold over the period at 0.5% with hikes unlikely before Q1 2011.

**KEY CHANGES TO THE PORTFOLIO**

The Fund increased its exposure to corporate bonds in H1 of the financial year as corporate dividends remained under pressure and equity market volatility persisted. Some of these positions were unwound or switched into alternative bonds in H2 following strong capital gains (with minimal downward impact on income). On the equity side, additions were made to a number of core holdings with hopefully sustainable dividend yields including GlaxoSmithKline, Royal Dutch Shell, Nokia, E.On and Sanofi and a new holding was established in Swiss insurance company Zurich Financial.

The Fund benefited from renewed Merger and Acquisition activity in the year with the takeover of food company Cadbury by Kraft and transport company Arriva by Deutsche Bahn. Bids for these companies resulted in share price gains (in euro terms) of 96% in the case of Arriva over the financial year and 58% for Cadbury (up to 8 March 2010 when it was taken over) contributing to portfolio returns.

Although risk appetites were relatively high in H1, this was reversed in H2 (of the financial year) as the recovery was threatened. Financial stocks which had performed strongly (previously laggards) declined in the second half as the global drive towards higher capital requirements in financial institutions and news of further stress tests to be imposed by the European Commission saw an increase in the possibility of second round rights issues. Consumer confidence and spending will remain weak and a recovery will be difficult pending an improvement in the jobs market and clarity regarding fiscal tightening.

Volatility in equity markets provides opportunities to acquire select stocks at attractive valuations. There will continue to be additions to high quality conviction stocks where the dividends are relatively secure, balance sheets are strong and focused management teams are in place. All companies must comply with the Representative Church Body's socially responsible investment policy.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

The proportion of the Fund invested in fixed income and cash as at 30 June 2010 is 29% (2009: 31%).

**PERFORMANCE**

During the period under review the capital value of the Fund rose by 8.3% while the total return (capital and income) was 12.9%.

**Annualised Total Returns:**

	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>	<b>10 Years</b>
<b>ISEQ Overall</b>	8.2%	-30.6%	-13.1%	-3.0%
<b>ISEQ Financial</b>	-43.9%	-62.5%	-41.6%	-15.6%
<b>FTSE 100 Index (€)</b>	24.9%	-11.6%	-0.9%	-1.7%
<b>DJ Eurostoxx 50</b>	11.5%	-13.4%	-0.5%	-3.7%
<b>ISEQ Bond Index Total</b>	6.0%	4.6%	2.5%	N/A
<b>RB General Unit Trust (RI)</b>	12.9%	-18.0%	-6.0%	1.2%

Defensive stocks underperformed over the twelve months (although over the last quarter this trend has begun to reverse). The Fund's high exposure to Utilities and Oil & Gas stocks would have hurt performance as these sectors underperformed the broader indices on a relative basis.

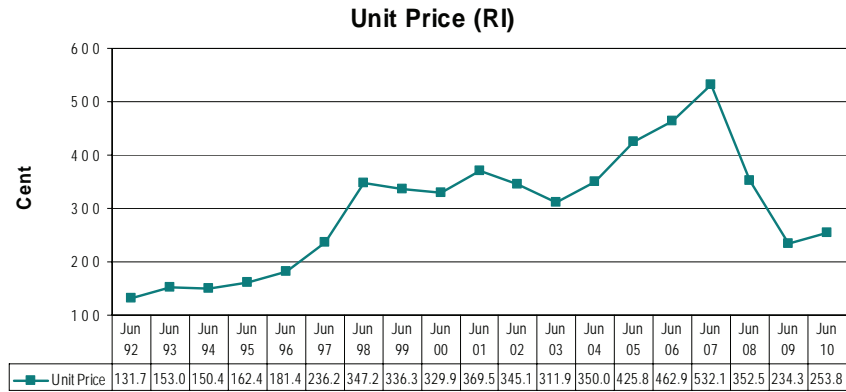
On a positive note resource stocks performed strongly. Mining companies Rio Tinto and BHP Billiton saw significant capital gains rising by 47% and 34% (in euro terms) respectively over the period. Strong performances from a number of individual stocks (in euro terms) across a variety of sectors also contributed to performance such as hotel company Whitbread (+ 80%), global technology company Smiths Group (+59%), electronics company Philips (+88%), chemicals company BASF (+59%) and food services company Compass (+50%).

The Fund adopts a longer term view for investment and is committed to investing in quality companies with strong balance sheets and management



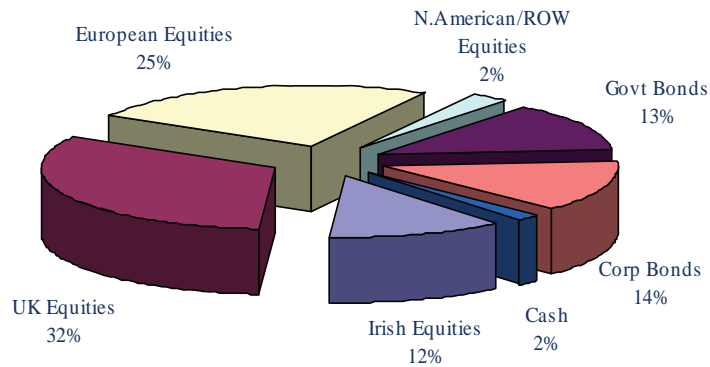
**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER'S REPORT**  
**YEAR ENDED 30 JUNE 2010**

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



**TRUST ASSET DISTRIBUTION**

The investment profile in terms of distribution of the assets (by value) at 30 June 2010 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account was €133,577,386. Of this figure, the value of euro denominated securities (including some international securities) plus cash held by the Trust was €83,419,947 (62% of the total Fund value).

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

The value of the UK holdings (denominated in sterling) including sterling cash was £41,003,706 (38% of the Fund). The closing exchange rate was €Stg 0.8175 (2009: 0.8521).

The ten largest equity holdings at 30 June 2010 were:

	<b>% of Fund</b>		<b>% of Fund</b>
<b>1. CRH</b>	5.8%	<b>6. BG Group</b>	2.1%
<b>2. Total</b>	4.2%	<b>7. Eni</b>	2.1%
<b>3. BHP Billiton</b>	3.0%	<b>8. GlaxoSmithKline</b>	1.9%
<b>4. E.On</b>	2.9%	<b>9. Scottish &amp; Southern Energy</b>	1.7%
<b>5. Royal Dutch Shell</b>	2.5%	<b>10. Aryzta</b>	1.6%

**INCOME DISTRIBUTION TO UNIT HOLDERS**

The corporate earnings environment remained difficult over the financial year (H1 in particular) and many European companies reconsidered their dividend policies (which are now more closely aligned with earnings). With limited visibility in terms of dividend growth, the Trust deemed it prudent to decrease its interim distribution from 5.0 cent to 4.0 cent and its final distribution from 7.8 cent to 7.0 cent. Once again, this level of distribution requires the Trustee to supplement the projected income of the Fund by continuing to draw on the Dividend Equalisation Reserve. It is hoped that this degree of reduction will form a base from which the dividend can be sustained in the future.

This amounts to a 14% reduction in the full year distribution to 11.0 cent (2009: 12.8 cent) for the unit trust year ending 30 June 2010. The balance in the Reserve at the financial year end was €1,824,434 (2009: €2,276,855).

Based on the value of a unit at 30 June 2010 of €2.538, and a full year distribution of 11.0 cent, the distribution yield was 4.3%. (The comparative figures for 30 June 2009 showed a yield of 5.4% based on a unit value then of €2.343 and a full year distribution of 12.8 cent).

There has been some evidence of stabilisation in the level of dividend cuts over the past six months and even modest growth and resumption of dividend payments albeit off a very low base. The concentration of dividends (within certain industries) remains a concern but selecting companies with strong balance sheets where earnings are sufficient should mitigate risk in this regard.

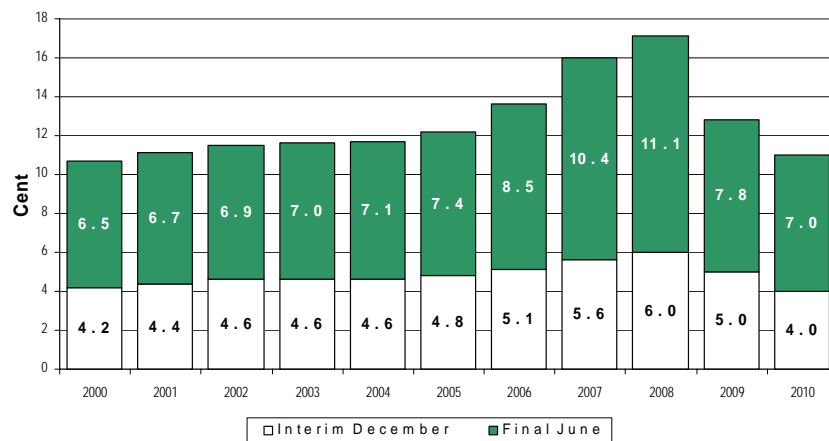
The recent announcement by BP that it will suspend its dividend following the deepwater horizon oil spill in the Gulf of Mexico is very disappointing and will impact the income considerably in the coming financial year. We continue to hold the company which has the *capacity* to continue to pay a dividend and believe the shares are undervalued at current levels. It is expected that the dividend will be resumed in 2011.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

**Income Distributions (2000 – 2010) - Financial Year-end 30 June**



**INPUTS INTO FUND**

There were net inputs of €1,305,366 into the Fund for the twelve months, reflecting new cash of €1,940,463 less redemptions of €635,097.

**OUTLOOK**

The global economic background has shown significant improvement over the past twelve months, although more recent data has been somewhat volatile with speculation of a possible double dip recession.

Following a turbulent quarter to 30 June 2010 some degree of stabilisation is expected now that measures to address ballooning deficits have begun but it is wise to be cautious as the recovery remains fragile. Aggressive deficit reduction programmes may impact employment and will dampen growth prospects for some time leading to a slower recovery than was being forecast at the beginning of 2010.

Economic growth across Europe, the United Kingdom and Ireland is expected to remain moderate in the near term and the recovery in employment may be negatively impacted by the various austerity measures being introduced. Ultimately a sustainable improvement in the rate of unemployment is awaited to drive consumer spending and stimulate the economy.

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**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER'S REPORT**  
**YEAR ENDED 30 JUNE 2010**

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Key risks for the coming financial year include the scaling back of various quantitative easing programmes (the U.S and U.K in particular) and further deterioration in the labour market statistics. Monitoring of the transfer of risk from financial to sovereign institutions via cash injections, debt buybacks etc. will continue.

The Fund remains defensively positioned although there are some cyclical stocks which will benefit from the recovery.

*PM TALBOT*  
Head of Investments  
20 October 2010

The Representative Church Body – Report 2011

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2010**

	30-Jun-10 €000	30-Jun-09 €000
Income	5,595	6,170
Expenses	-	(1)
<b>Net income</b>	<b>5,595</b>	<b>6,169</b>
Net gains / (losses) on investment activities		
- Net realised (losses)	(3,054)	(24,791)
- Net change in unrealised gains / (losses) on euro investments	6,162	(24,053)
- Net change in unrealised gains / (losses) on sterling investments	5,130	(8,361)
- Net change in currency exchange gains / (losses)	1,869	(4,056)
<b>Total return of the financial year</b>	<b>15,702</b>	<b>(55,092)</b>
Distributions	(6,047)	(7,025)
<b>Net increase / (decrease) in net assets from investment activities</b>	<b>9,655</b>	<b>(62,117)</b>
Transfer from dividend equalisation reserve	453	856
Transfer of realised losses from trust capital account	3,054	24,791
Transfer of unrealised (gains to) / losses from trust capital account	(11,293)	32,414
Transfer of unrealised exchange (gains to) / losses from trust capital account	(1,869)	4,056
	-	-

Signed on behalf of the Trustee: *S Gamble*

*R Neill*

Date:

20 October 2010

The Representative Church Body – Report 2011

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

**BALANCE SHEET AS AT 30 JUNE 2010**

	30-Jun-10 €000	30-Jun-09 €000
<b>Investments</b>	131,365	117,896
<b>Current assets</b>		
Debtors	4,663	6,942
Cash at bank	10	4
	<u>4,673</u>	<u>6,946</u>
<b>Current liabilities</b>		
Creditors (amounts falling due within one year)	636	401
	<u>636</u>	<u>401</u>
<b>Net current assets</b>	4,037	6,545
<b>Total assets</b>	<u>135,402</u>	<u>124,441</u>
<b>Trust capital fund</b>	<u>135,402</u>	<u>124,441</u>

Signed on behalf of the Trustee: *S Gamble*

*R Neill*

Date: 20 October 2010

The Representative Church Body – Report 2011

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

**STATEMENT OF CHANGES IN NET ASSETS**

	30-Jun-10 €000	30-Jun-09 €000
Net income	5,595	6,169
Net gains / (losses) on investment activities	8,238	(57,205)
Net gains / (losses) on currency movements	1,869	(4,056)
	<hr/>	<hr/>
<b>Total return for the financial year</b>	15,702	(55,092)
<b>Distributions</b>	(6,047)	(7,025)
Proceeds from units issued	1,941	891
Cost of units redeemed	(635)	(415)
	<hr/>	<hr/>
<b>Net increase / (decrease) in net assets from unit transactions</b>	10,961	(61,641)
<b>Net assets</b>		
At beginning of year	124,441	186,082
	<hr/>	<hr/>
At end of year	135,402	124,441
	<hr/> <hr/>	<hr/> <hr/>

Signed on behalf of the Trustee: *S Gamble*

*R Neill*

Date: 20 October 2010

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

**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 rose strongly over the period reversing a large part of the decline seen in the previous year and outperforming many other global equity markets. The FTSE 100 Index gained 15.7% in capital terms and 19.9% on a total return basis as economic growth began to resume and major global economies emerged from recession. It should be noted however that the financial year was one of two halves with exceptional double digit returns seen in H1 whilst H2 (of the financial year) brought with it intensifying renewed speculation of a possible 'double dip' recession as the sovereign debt crisis escalated forcing major austerity measures to combat burgeoning deficits with associated repercussions for consumer spending in terms of reduced government spending and the prospect of higher taxes.

The UK was the last major economy to emerge from recession in Q4 2009 with GDP growth of 0.4%, followed by growth of 0.3% in Q1 2010. Uncertainty regarding elections in May and the possibility of a hung parliament created market jitters and impacted sterling although the emergency budget announced by the new coalition government to address the deficit has been well received by the market. The UK deficit, which is likely to reach 12% of GDP in 2010, is expected to decline to 6% over the next five years through planned austerity measures with immediate measures to be achieved via an 80/20 mix of spending cuts/tax increases (majority VAT).

The jobs market has seen recent setbacks and volatility with the unemployment rate rising to 8% in February (highest since September 1996) before falling back to 7.8% in May. Any recovery in employment may be somewhat hampered by the fallout from the recent emergency budget in terms of public sector employment.

The Bank of England kept rates on hold over the period at 0.5% with hikes unlikely before Q1 2011.

The UK housing market continued to recover over the 12 months and April 2010 recorded the first double digit price increase (measured by the Nationwide house price index) since October 2007. This brings the price increase to 10.5% year on year.



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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

The FTSE All UK Gilts Index had a total return of 6.7% over the period, underperforming its corporate counterparts which saw a total return of 8.7% (Barclays Sterling Bond Non Gilt Index). Government Bonds across Europe and the UK suffered due to the Greek sovereign debt crisis and fears of a contagion effect. These fears were further compounded by the escalating deficits of the individual countries and the implications of fiscal tightening in terms of a slower recovery.

A double dip is unlikely; more likely is a slower return to growth than previously envisaged with on-going volatility.

**KEY CHANGES TO THE PORTFOLIO**

The Fund increased its exposure to Corporate Bonds in H1 as corporate dividends remained under pressure and equity market volatility persisted. Some of these bond positions were unwound or switched into alternative bonds in H2 following strong capital gains (with minimal downward impact on income).

On the equity side, additions were made to a number of core holdings with hopefully sustainable dividend yields including GlaxoSmithKline, Greene King, Royal Dutch Shell, Vodafone and Land Securities. Some of the smaller holdings with low/no income were sold including DSG (formerly Dixons), Premier Foods, 3i and Old Mutual.

The Fund benefited from renewed Merger and Acquisition activity in the year with the takeover of food company Cadbury by Kraft and transport company Arriva by Deutsche Bahn. Bids for these companies resulted in share price gains of 88% in the case of Arriva over the financial year and 66% for Cadbury (up to 8 March 2010 when it was taken over) contributing to portfolio returns.

Although risk appetites were relatively high in H1, this was reversed in H2 as the recovery was threatened. Financial stocks which performed strongly (previously laggards) declined in the second half as the global drive towards higher capital requirements in financial institutions and news of further stress tests to be imposed by the European Commission saw an increase in the possibility of second round rights issues. Consumer confidence and spending will remain weak and a recovery will be difficult pending an improvement in the jobs market and clarity regarding fiscal tightening.

The current volatility in equity markets provides opportunities to acquire select stocks at attractive valuations. There will continue to be additions to high quality conviction stocks where the dividends are relatively secure, balance sheets are strong and focused management teams are in place. All companies must comply with the Representative Church Body's socially responsible investment policy.

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

**INVESTMENT MANAGER’S REPORT**

**YEAR ENDED 30 JUNE 2010**

**PERFORMANCE**

During the period under review the capital value of the Fund rose by 12.3% while the total return (capital and income) was 17.5%.

**Benchmark Annualised Total Returns:**

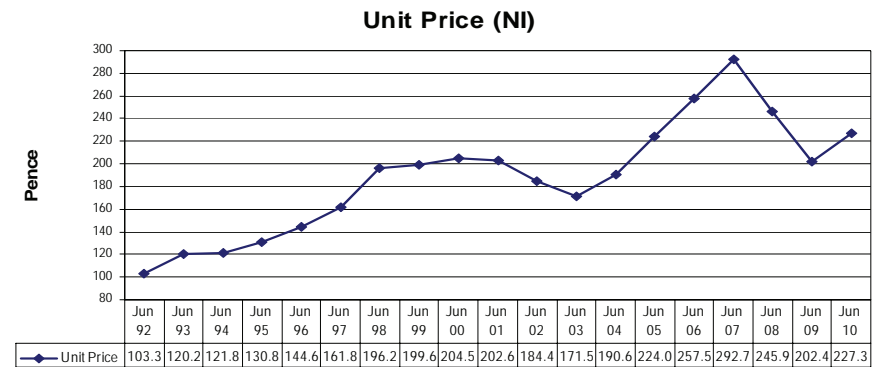
	1 Year	3 Years	5 Years	10 Years
<b>FTSE 100</b>	19.9%	-5.7%	3.0%	0.9%
<b>FTSE All UK Gilts</b>	6.7%	8.6%	5.3%	5.6%
<b>RB General Unit Trust (NI)</b>	17.5%	-3.7%	4.6%	5.5%

Defensive stocks underperformed over the twelve months (although over the last quarter this trend has begun to reverse). The Fund’s overweight exposure to Utilities would have hurt performance as this sector made only marginal capital returns in the region of 5% versus the broader index at 16%.

On a positive note resource stocks performed strongly. Mining companies Rio Tinto and BHP Billiton saw significant capital gains rising by 41% and 29% respectively over the period. Strong performances from a number of individual stocks across a variety of sectors also contributed to performance such as hotel company Whitbread (+ 73%), global technology company Smiths Group (+53%) and food services company Compass (+50%).

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

The historic unit price is detailed in the below chart.



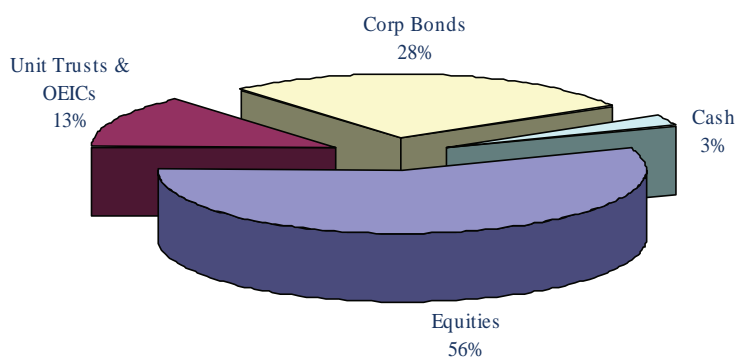
**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

**TRUST ASSET DISTRIBUTION**

The investment profile in terms of distribution of the assets (by value) at 30 June 2010 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account, was £30,287,700 at 30 June 2010.

**The ten largest equity holdings at 30 June 2010 were:**

	<b>% of Fund</b>		<b>% of Fund</b>
<b>1.</b> BHP Billiton	5.8	<b>6.</b> Scottish & Southern Energy	2.7
<b>2.</b> GlaxoSmithKline	3.8	<b>7.</b> BP	2.6
<b>3.</b> Royal Dutch Shell	3.7	<b>8.</b> AMEC	2.3
<b>4.</b> BG Group	3.3	<b>9.</b> Alliance Trust	2.3
<b>5.</b> Diageo	2.8	<b>10.</b> Standard Chartered	1.8

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

**INCOME DISTRIBUTION TO UNIT HOLDERS**

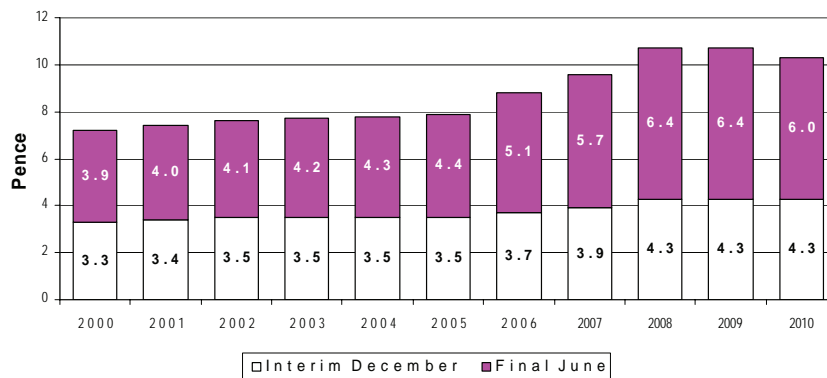
The Trust maintained its interim distribution at 4.3 pence; however, unfortunately, due to the on-going level and magnitude of dividend cuts it had no option but to decrease its final distribution from 6.4 pence to 6.0 pence. This level of reduction was necessary (despite the decision by the Trustee to supplement the projected income of the Fund by drawing on the Dividend Equalisation Reserve) due to the scope and breadth of dividend cuts by companies across a variety of sectors. The balance in the Reserve at the financial year end was £219,915 (2009: £258,591).

Based on the value of a unit at 30 June 2010 of £2.273, and a full year distribution of 10.3 pence, the distribution yield was 4.5%. (The comparative figures for 30 June 2009 showed a yield of 5.3% based on a unit value then of £2.024 and a full year distribution of 10.7 pence).

There has been some evidence of stabilisation in the level of dividend cuts over the past six months and even modest growth and resumption of dividend payments albeit off a very low base. The concentration of dividends (within certain industries) remains a concern but selecting companies with strong balance sheets where earnings are sufficient should mitigate risk.

The recent announcement by BP that it will suspend its dividend following the deepwater horizon oil spill in the Gulf of Mexico is very disappointing and will impact the income considerably in the coming financial year. We continue to hold the company which has the capacity to continue to pay a dividend and believe the shares are undervalued at current levels. It is expected that the dividend will be resumed in 2011.

**Income Distributions (2000 – 2010) - Financial Year-end 30 June**



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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2010**

**INPUTS INTO FUND**

There were net inputs of €1,657,526 into the Fund for the twelve months, reflecting new cash of €1,771,526 less redemptions of €114,000.

**OUTLOOK**

The economic background, both in the UK and the wider global economy, has shown significant improvement over the past twelve months, although more recent data has been somewhat volatile. Having emerged from recession in the final quarter of 2009, modest levels of GDP growth are expected for 2010 in the region of 1.25%.

Following a turbulent quarter to 30 June 2010 some degree of stabilisation is expected now that measures to address the deficit have begun but with caution as the recovery remains very fragile. The aggressive deficit reduction programme that the new coalition government plans to implement may result in a large decline in public sector employment and will no doubt dampen UK growth prospects for some time. On a positive note, the austerity measures should help underpin Britain's AAA sovereign debt rating.

Stabilisation in the rate of unemployment (although this may be some time away) will ultimately drive consumer spending and help restore economic growth to a more sustainable level.

Key risks for the coming financial year loynable1.1467 r6.4n.-0.34 th7 rL7 Tw2e aggroE1 Tfebn-go forinfnew rema

The Representative Church Body – Report 2011

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

**STATEMENT OF TOTAL RETURN**

	30-Jun-10 £	30-Jun-09 £
Income	1,389	1,263
Expenses	-	(1)
<b>Net income</b>	<u>1,389</u>	<u>1,262</u>
<b>Net gains / (losses) on investment activities</b>		
- Net realised (losses)	(264)	(1,368)
- Net change in unrealised gains/(losses)	3,402	(3,792)
<b>Total return for the financial year</b>	<u>4,527</u>	<u>(3,898)</u>
Distributions	(1,427)	(1,364)
<b>Net increase/(decrease) in net assets from investment activities</b>	<u>3,100</u>	<u>(5,262)</u>
Transfer from dividend equalisation reserve	38	102
Transfer of realised losses from trust capital account	264	1,368
Transfer of unrealised (gains to) / losses from trust capital account	(3,402)	3,792
	<u>-</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>-</u></u>

Signed on behalf of the Trustee:

*S Gamble*

*R Neill*

Date:

20 October 2010

The Representative Church Body – Report 2011

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

**BALANCE SHEET AS AT 30 JUNE 2010**

	30-Jun-10 £	30-Jun-09 £
<b>Investments</b>	29,417	24,698
<b>Current assets</b>		
Debtors	1,096	1,091
Cash at bank	3	-
	<u>1,099</u>	<u>1,091</u>
<b>Current liabilities</b>		
Creditors (amounts falling due within 1 year)	8	39
	<u>1,091</u>	<u>1,052</u>
<b>Net current assets</b>		
	<u>30,508</u>	<u>25,750</u>
<b>Total fund net assets</b>		
	<u>30,508</u>	<u>25,750</u>
<b>Trust capital fund</b>		
	<u>30,508</u>	<u>25,750</u>

Signed on behalf of the Trustee:

*S Gamble*

*R Neill*

Date:

20 October 2010

The Representative Church Body – Report 2011

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

**STATEMENT OF CHANGES IN NET ASSETS**

	30-Jun-10 £	30-Jun-09 £
Net income	1,389	1,262
Net gains/(losses) on investment activities	3,138	(5,160)
	<hr/>	<hr/>
<b>Total return for the financial year</b>	4,527	(3,898)
<b>Distributions</b>	(1,427)	(1,364)
Proceeds from units issued	1,772	2,113
Cost of units redeemed	(114)	(323)
	<hr/>	<hr/>
<b>Net increase/(decrease) in net assets from unit transactions</b>	4,758	(3,472)
<b>Net assets</b>		
At beginning of year	25,750	29,222
	<hr/>	<hr/>
At end of year	30,508	25,750
	<hr/> <hr/>	<hr/> <hr/>

Signed on behalf of the Trustee:

*S Gamble*

*R Neill*

Date:

20 October 2010



**APPENDIX F**

**CHURCH OF IRELAND CLERGY PENSIONS FUND**

**STATEMENT OF INVESTMENT POLICY PRINCIPLES (2010)**

**1. INTRODUCTION**

The purpose of this Statement of Investment Policy Principles (the “Statement”) is to document the policies and guidelines that govern the management of the assets of the Church of Ireland Clergy Pensions Fund (the Fund). It has been reviewed and adopted by the Trustee of the Fund and the Investment Committee of the RCB.

This Statement outlines the responsibilities of the various parties involved with the Fund, their objectives, policies and risk management processes in order that:

- a. There is a clear understanding on the part of the Trustee, the Investment Committee and investment managers (the Managers), as to the objectives and policies.
- b. There are clear principles governing the guidelines and restrictions to be presented to the Managers regarding their investment of the Fund’s assets.
- c. The Investment Committee and the Trustee have a meaningful basis for the evaluation of the investment performance of the Managers, investment performance of the Fund as a whole and the success of overall investment strategy through achievement of defined investment objectives.
- d. The Trustee fulfils the requirements of the Occupational Pension Schemes (Investment) Regulations 2005, which stipulate that such a Statement is put in place.

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

**2. MANAGEMENT STRUCTURE**

▪ **The “Sponsor” of the Clergy Pension Fund**

For the purposes of pension’s legislation the Representative Body is deemed to be the sponsor of the Clergy Pension Fund. The Representative Body, as sponsor, is not responsible for the Fund’s investments but has an interest in the Fund’s solvency and state of funding.

▪ **The Trustee**

The Trustee of the Clergy Pension Fund<sup>1</sup> has a fiduciary responsibility in relation to the operation of the trust deed and rules of the Clergy Pension Fund, including

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<sup>1</sup> *The Representative Church Body was the Trustee as at 31 December 2010.*

## The Representative Church Body – Report 2011

the monitoring of the Fund's investment performance, its overall solvency and its investment strategy.

The Trustee has delegated its on-going oversight responsibilities to the Investment Committee of the RCB.

### ▪ **The Investment Committee**

The Investment Committee of the RCB has been delegated responsibility for overseeing and monitoring the performance of the Fund's investments against pre-agreed performance benchmarks and in turn has delegated the day to day investment management of the Clergy Pension Fund to an external fund manager or managers. The minutes of Investment Committee Meetings as they relate to the oversight and management of the Fund must be furnished to the Trustee on a regular basis.

### ▪ **The Investment Manager:**

One or more investment managers may be appointed by the Trustee on the recommendation of the Investment Committee to act on behalf of the Trustee. The appointment(s) may be made on a passive or active mandate basis (or a combination of the two). The investment manager(s) shall observe the specific guidelines, restrictions and philosophies within this Statement and as expressed in any written agreement furnished by the Investment Committee and pre-agreed with the Trustee.

## **3. IDENTIFICATION OF INVESTMENT RESPONSIBILITIES**

The performance benchmark(s) for the Fund are agreed with the Investment Committee by the Trustee and, where appropriate, by the Executive Committee of the RCB.

The specific delegated responsibilities of the Investment Committee include:

- (a) Determining the investment objectives of the Clergy Pension Fund.
- (b) Identifying the Fund's risk tolerance levels, or appetite for risk.
- (c) The establishment of guidelines/operational parameters on investment strategy including asset allocation and deciding suitable benchmarks.
- (d) Recommending the criteria for Social and Responsible Investment, securing the RCB's agreement on same and advising the investment managers.
- (e) Monitoring and evaluating performance and reporting to the Trustee and Executive as required.
- (f) Monitoring of purchases and sales of stocks and trading patterns generally.
- (g) Monitoring and if necessary changing the custodians, consultants and others that provide services to the Fund relating to the investment or custody of assets.
- (h) Regularly reviewing this Statement, and revising as necessary.

## The Representative Church Body – Report 2011

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

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

Other parties with specific duties with regard to investment include the Fund's custodian(s) and consultants. These duties are documented under separate contractual agreements with those parties.

### **4. SOCIALLY RESPONSIBLE INVESTMENT**

The Investment Committee on behalf of the Trustee will, on an annual basis, review social, environmental and ethical issues with the investment manager(s) for the selection, retention and realisation of investments.

### **5. INVESTMENT OBJECTIVES**

The overall investment objective of the Trustee is to maximise the level of investment return at an acceptable level of risk, through adopting a prudent, carefully funded and well-executed investment policy having regard to Socially Responsible Investment. This will in turn assist the Trustee in providing sufficient assets to meet the Fund's long-term commitment to provide pensions and other benefits for fund members and their dependants.

### **6. RISK MEASUREMENT METHODS**

In determining the level of risk appropriate to the Fund at any point in time, the Trustee recognises the importance of the nature and duration of the liabilities (i.e. age profile of members), and measures the risk of the chosen investment policy by reference to these liabilities.

In particular, the Investment Committee on behalf of the Trustee considers the following risks:

- (a) The risk of achieving an insufficient level of investment return relative to the rate required to match the growth in liabilities over time.
- (b) The risk of excessive volatility in the investment returns of the Fund relative to the movement in liabilities over shorter-term periods e.g., the 1 year period.

## The Representative Church Body – Report 2011

Managing the two risks above in isolation may lead to conflicting investment policies. Therefore, in formulating an appropriate investment policy, the Trustee seeks to arrive at an acceptable balance between these risks in order to meet as best it can its investment objectives. Furthermore, the Trustee will manage a range of other investment risks using the risk management processes outlined in the next section in order to create a prudent, diversified and efficient portfolio.

### 7. RISK MANAGEMENT PROCESSES

The Investment Committee on behalf of the Trustee will ensure, either through direct guidance or through ascertaining the suitability of any commingled (unitised) vehicles that are used, that policies and guidelines are in place for the appointed investment manager(s) and other providers such that:

- (a) Investments are predominantly limited to marketable securities traded on recognised/regulated markets.
- (b) Prior oral agreement must be obtained from the Investment Committee to use futures, options and contracts for differences. Any such agreements must be minuted. The use of futures, options and other financial derivatives may only be used by the Manager to hedge an existing position or to pre-empt known cash flow. They may not be used to gear the portfolio.
- (c) The portfolio is properly diversified in such a way that :
  - for an active mandate, no one stock (with the exception of sovereign debt and pooled investments) may be more than 5% of the Fund so as to limit excessive reliance on any particular asset, issuer or group of undertakings and so as to limit accumulations of risk in the portfolio as a whole. However, in the case of significant share price appreciation of an existing holding, while the investment manager may not add to a stock once it exceeds 5% of the portfolio by market value, the stock may continue to be held and permitted to increase to a maximum of 7% of the portfolio value within an agreed time frame.
  - for a passive mandate no one stock shall exceed the combined weighting of its exposure to the various indices that are being tracked adjusted for any Socially Responsible Investment modifications.
  - Investments in assets issued by the same issuer or by issuers belonging to the same group do not expose the scheme to excessive risk concentration.
- (d) the Manager (s) must at all times remain conscious of the Fund's risk tolerance level (as agreed between the Investment Committee and Investment Manager from time to time)
- (e) the security, quality and liquidity of the portfolio as a whole is ensured together with an awareness of the currency requirement.

## The Representative Church Body – Report 2011

All Managers of the Fund are employed by the Investment Committee on behalf of the Trustee and are subject to termination at any time.

### **8. CURRENT INVESTMENT POLICY**

The current investment strategy of the Trustee is set out below along with a description of the investment manager arrangements adopted.

#### **Strategic Asset Allocation**

- The Trustee has considered the Fund's strategic asset allocation mix and has determined, having considered the views of the actuary, that an overall (i.e. for the combined Irish & UK sub-divisions of the Fund) real asset allocation (equities and property) should be approximately 85% with rebalancing to take place at a frequency determined by the Investment Committee in agreement with the Trustee. Other asset classes, such as fixed interest and cash are also typically held.
- The Trustee is aware of the nature and duration of the expected future retirement benefits but at the same time is conscious that over the longer term equity markets tend to outperform bond markets. Accordingly, the Trustee believes that such a strategy should enable the Fund to achieve its objectives over the longer term, but is aware that it may not always achieve its objectives on a short term basis. However, this strategy is kept under constant review.
- The performance benchmark(s) are developed by the Investment Committee and agreed with the Trustee.
- The Trustee recognises that even though the Fund's investments are subject to short-term volatility, it is critical that a long-term investment focus be maintained.

#### **Manager Structure and Performance Objectives**

- The Trustee has chosen to appoint Irish Life Investment Managers (ILIM) (with effect from 24 January 2008) to manage the Fund on a passive (i.e. index-tracking) basis.
- The manager's performance objective is to perform in line with the relevant benchmarks (as agreed with the Trustee).

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**APPENDIX G**

**CHURCH FABRIC FUND – GRANTS ALLOCATED DURING 2010**

Diocese	Church	Amount	
		£	€
Armagh	Armagh Cathedral	7,900	
Clogher	Kiltyclogher		3,650
	Lisnaskea	34,000	
Derry	Muff		4,400
Raphoe	Craigadooish		2,500
	Meevagh		2,100
Connor	Ballymacash	25,750	
	Belfast, St Aidan's	13,000	
	Dunluce	37,200	
Kilmore	Kilmore Cathedral		2,900
Killala	Skreen		4,100
Dublin	St Stephen's		18,000
Glendalough	Donoughmore		700
	Leixlip		6,525
Lismore	St Mary's, Clonmel		1,600
Ferns	Killanne		4,300
	New Ross		1,950
Leighlin	Carlow, St Mary's		2,400
	Old Leighlin Cathedral		4,700
Cork	Drimoleague		5,900
Clonfert	Portumna		3,900
Emly	Abington		3,100
Ardfert	Kenmare		4,300
		117,850	77,025

**APPENDIX H**

**ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE  
REPRESENTATIVE CHURCH BODY LIBRARY, 2010**

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

**1. ARCHIVES**

**(i) Parish Records**

**Castlecomer (Ossory)**

Bilboa: regs, 1950-2006

Castlecomer: regs, vestry bks, regs of vestrymen, 1870-2007

Castlecomer Colliery: regs, preachers' bks, SS roll bks, 1903-2006

Mother: regs, reg of vestrymen, 1870-2006

**Christ Church Cathedral (Dublin)**

St Werburgh: deeds, papers 1799-1867

**Clane (Kildare)**

Clane: baptismal reg, preachers' bk, 1947-2001

**Conwal (Raphoe)**

Gartan: marriage & burial regs, 1882-2007

**Cork – St Fin Barre (Cork)**

St Fin Barre: preachers' bk, 1911-23

**Crumlin (Dublin)**

Chapelizod: papers, 2002-07

**Donnybrook (Dublin)**

Donnybrook: marriage reg, 1957-2005

Irishtown: marriage reg, 1957-2006

**Drogheda (Armagh)**

Charlestown: vestry bk, 1824-1925

Collon: reg, 1823-1950

**Kilkenny ((Ossory)**

Agour: preachers' bks, 1953-2001

Kilkenny – St Canice: regs of vestrymen, accounts, preachers' bks, SS register, papers, 1834-1995

Kilkenny – St John: accounts, reg of vestrymen, preachers' bks, 1870-1973

Kilkenny – St Mary: vestry bk, preachers' bks, school visitors' bk, 1789-1950

Odagh: preachers' bks, 1928-66

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**Kilmoremoymoy (Killala)**

Easkey: reg of vestrymen, 1946-2006  
Kilglass: reg of vestrymen, 1870-2005  
Killanley: reg of vestrymen, 1870-2005  
Kilmoremoymoy: reg of vestrymen, 1876-2005

**Leighlin (Leighlin)**

Old Leighlin: vestry bk, 1850-2007

**Malahide (Dublin)**

Balgriffin: preachers' bk, 1982-2009

**Mountmellick (Kildare)**

Coolbanagher: vestry bk, 1928-75

**Moviddy (Cork)**

Macroom: vestry bk, 1766-1857

**Naas (Kildare)**

Rathmore: vestry bks, 1828-1996

**Narraghmore (Glendalough)**

Castledermot: marriage regs, vestry bks, reg of vestrymen, preachers' bk, 1877-2007  
Kilkea – Duke of Leinster's Private Church: marriage reg, 1921-48  
Kinneigh: marriage regs, accounts, 1848-1985  
Narraghmore: marriage & burial regs, vestry bks, 1825-2006  
Timolin: regs, vestry bks, preachers' bks, 1802-2007

**Newcastle (Glendalough)**

Calry: vestry bk, graveyard plan, 1934-92

**Raheny (Dublin)**

Coolock: poor fund accounts, 1813-36

**Royal Hibernian Military School (Dublin)**

Royal Hibernian Military School: baptismal reg, 1851-1922

**Sandymount (Dublin)**

Sandymount: parish newsletters, 2000-04

**Santry (Dublin)**

Glasnevin: vestry bks, 1976-2008

**Tralee (Ardfert)**

Tralee: vestry bk, 1892-1947



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**Wexford & Kilsoran (Ferns)**

Killinick: preachers' bk, 1885-92

**Whitechurch (Dublin)**

Whitechurch: preachers' bk, parish magazines, photographs, papers, 1996-2010

**(ii) Diocesan Records**

Ardfert & Aghadoe: synod minute bk, 1943-90

From Mrs Lorna Gleasure.

Dublin & Glendalough: title bk, subscriptions rolls, simony rolls, papers, 1915-99

From Canon VG Stacey.

Kilmore: misc. diocesan registry papers

From Rev Sandra Lindsay.

**(iii) General Synod Records**

Board of Education: draft minute bk, 1875-99

From Ms Jennifer Byrne.

Court of the General Synod: petition, case papers, 1969-2003

Provincial Registrar: episcopal simony roll, 1960-2001

From Canon VG Stacey.

**2. MANUSCRIPTS**

Acheson, AR: corresp. & papers, 1990-96

From Dr Alan Acheson, Canada

Actors' Church Union: minutes, accounts & papers, 1947-2009

From Rev Niall Sloane, Dublin.

Bartlett, JR; corresp, papers & sermons, 1999-2010

From Canon JR Bartlett, Dalkey, Co. Dublin.

Cassidy, Rev Frederick: letters of deacon's orders, 1842

From Mr CW Bigley, Witney, Oxfordshire.

Cave, Ven. GN (1919-2009): sermons & papers

From Mrs Mary Furlong, Dublin.

Christ Church, Belfast: minutes, accounts, papers & printed material of the trustees,  
1892-1992

From Mr HT Morrison, Lisburn, Co. Antrim.

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Church Mission Society Ireland: administrative records, photographs, printed reports, 19-20<sup>th</sup> cent.  
From Overseas House, Dublin.

Daly, Robert, dean of St Patrick's, Dublin: letter from Buckingham Palace, 1847  
From Canon JWR Crawford, Cavan.

Divinity School Charter: corresp, papers, 1839  
Misc. autograph letters, 19<sup>th</sup> cent.  
From Dr A. Lyons, Gilford, Co. Down.

Gourley, Rev WRJ (1948-2010): sermons  
From Mrs Gladys Gourley, Dublin

Hilliard, Rev DRC: letters, papers, certificates, scrapbooks, presscuttings, 1917-76  
From Canon GPStJ Hilliard, Cork

Hingston, Rev James (d.1775): 3 vols of theological treatises  
From Mrs Diana Johnson, Rosscarbery, Co. Cork

Fingal Clerical Union: minutes, 1999-2008  
From Rev Elaine Dunne, Dublin

Hewetson's School, Clane, accounts & papers, 1880-1980  
From Clane parish

Reede, Very Rev SW (1924-2010): research papers rel. to Bp John Jebb  
From Mr Charles Reede, Dublin

Semple, SP: letter from Cardinal Connell, 2001, and texts of literary writings.  
From the Rev SP Semple, Monkstown, Co. Dublin.

### **3. PHOTOGRAPHS**

Photographs of HS Stanistreet, bp of Killaloe, 1957-71  
From Mr & Mrs G. Bell, Kilkenny.

### **4. PHOTOCOPIES**

Jackson, Joseph (1884-1970), dean of Tuam: memoir  
From Mr H. Williamson, Bangor, Co. Down

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**APPENDIX I**

**FUNDS RECEIVED  
BY THE  
REPRESENTATIVE CHURCH BODY IN 2010  
FOR  
PAROCHIAL AND DIOCESAN ENDOWMENT ETC**

	€	£
Allen, Norman		690
Association for Promoting Christian Knowledge (addition)	22,081	
Berry, Mrs M	1,155	
Bleakley, Annie		1,360
Board of Education (RE Curriculum Development)	80,000	
Carpenter, Edward H	99,286	
Carson, Robert Taylor	6,000	
Conlon, Richard		1,000
Coyles, Elizabeth		8,000
Dillon-Mahon, Audrey	1,250	
Dixon, Connolly Wakefield		474,500
Dublin & Glendalough Dioc Board of Education (additional)	36,000	
Dunlop, Earnest		500
Fleming, Samuel M	1,869	
Garden of Remembrance Zion (Dublin) (addition)	275	
Garden of Remembrance Zion (Dublin) (addition)	488	
Henry, Francis Bayly		12,135
Holy Trinity (Cork) Organ (addition)	5,000	
Kee, William & Annie Mary	16,675	
Kelly, Mitty	830	
Kettle, Mr & Mrs Cyril		100
Knox, Cecil		800
Leeper, Charles	360	
Love, Caroline	350	
Mahon, Mathew Neary	72,000	
McCrea, Richard	845	
McGuinness, Margaret	1,067	
McKeown, Thomas & Letitia	1,000	
Melbourne, Richard	35,698	
Mills, Hazel	635	
Monaghan Mr & Mrs Robert (addition)		100
Mothers' Union of Ireland Centenary Fund (addition)	6,500	
Parochial Funds Powerscourt (Glendalough)	100,000	
Pattysen RJ		3,712
Russell, Aileen	71,205	
Rutledge, Margaret Elizabeth (Lily)		1,000

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	€	£
Sellers, Raymond	5,000	
Shine, Elizabeth D	2,256	
Sinnamon, Benjamin HI		110,765
Smyth, Hugh (addition)	1,270	
Smyth, Hugh Thomas	5,000	
Stinson, Claudius		2,000
Wallace, Nellie	5,000	
Waller, Joseph & Sarah (addition)	200	
Webb, Ven WP (addition)	3,726	
Williams, Rhona	1,000	
Wilson, Annie J	40,500	
Wynne, Edith Frances May		19,461
Young, Mary Vera	2,300	
	<hr/> 626,821	<hr/> 636,123
	<hr/>	<hr/>

Church of Ireland Pensions Board – Report 2011

**THE CHURCH OF IRELAND PENSIONS BOARD**  
**REPORT FOR THE YEAR 2010**

Church of Ireland Pensions Board – Report 2011

**REPORT TO THE GENERAL SYNOD 2011  
AND FINANCIAL STATEMENTS FOR THE YEAR 2010**

*Members/Meetings of the Board*

*There were (6) meetings of the Board in 2010.*

**Elected by the House of Bishops**

Most Rev Dr John Neill (retired 31 January 2011) (6)  
Right Rev Paul Colton (3)

**Elected by the General Synod**

Ven Donald McLean (4)  
Canon Lady Sheil (6)  
Rev Edward Woods (6)  
Mr Leslie Johnston (resigned November 2010) (5)  
Mr William Oliver (1)

**Elected by The Representative Church Body**

Mrs Judith Peters (5)  
Mr Robert Willis (3)  
Mr Terence Forsyth (4)  
Mr Geoffrey Perrin (5)  
Rev John McDowell (5)

**Chairperson** – Canon Lady Sheil

**Vice-Chairperson** – Mr Terence Forsyth

**Honorary Secretary** – Ven Donald McLean

**Honorary Consultant** – Canon Barry Deane

**Trustee** – The Representative Church Body (to 31 December 2010)  
The Church of Ireland Clergy Pensions Trustee Limited (from 1 January 2011)

**Actuarial Advisers** – Mercer (Ireland)

**Investment Managers** – Irish Life Investment Managers

**Assistant Secretary** – Mr Philip Talbot

**Pensions and Welfare Officer** – Mr Peter Connor

**Grants Committee**

Canon Lady Sheil                      Ven Donald McLean                      Vacancy

**Office:** Church of Ireland House  
Church Avenue                      Tel no (+3531) 4978422  
Rathmines                              Fax no (+3531) 4978821  
Dublin 6                                      Email pensions@rcbdub.org

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

**EXECUTIVE SUMMARY FOR THE YEAR 2010**

- **Revised Chapter XIV** – the changes to Chapter XIV, approved by the 2010 General Synod, came into effect on 1 January 2011 and bring the Constitution of the Fund into line with State law.
- **New Trustee** – The Church of Ireland Clergy Pensions Trustee Limited, a special purpose corporate trustee company, established by the 2010 General Synod, became the trustee to the Clergy Pension Fund with effect from 1 January 2011. The five directors of the Trustee Company are: Rt Rev Paul Colton, Mr Bruce Maxwell, Mr Terence Forsyth, Mr Geoffrey Perrin and Mr John Wallace (see also Representative Body Report page 44)
- **Overview of Return on Fund** – the total return on the Fund for the year ended 31 December 2010 was 11.3% (2009, 24.7%; 2008, -34.6%). Over the past three years the annualised return on the Fund has been -3.2% and -1.4% over the past 5 years. The total value of the Fund as at 31 December 2010 was €108m. The main portion of the Fund is managed on a passive basis by Irish Life Investment Managers.
- **Solvency of the Fund** – various changes to rates of contribution to the Fund from clergy, dioceses and from central funds were agreed by 2010 General Synod. These were designed to restore the long term solvency of the Fund and were planned to form the basis of a Funding Proposal to eliminate the Minimum Funding Standard Deficit which had been identified by the actuary in December 2009 and subsequently confirmed in December 2010 (see Actuarial Certificate dated February 2011 in Appendix B (page 209) to this report). While the actuary has projected that these changes will address the longer term solvency of the Fund, he has subsequently advised that, due to adverse movements in bond yields during 2010, some further initiatives will be required to address the Minimum Funding Standard Deficit which remains.
- **A New Funding Proposal** - a small Working Group (working with the actuary) was established by the RCB Executive Committee to finalise a new Funding Proposal designed to eliminate the Minimum Funding Standard Deficit by 2019 i.e. ten years from the most recent triennial actuarial valuation. While the filing date to *An Bord Pinsean* for such a Funding Proposal was initially by May 2011, that Bord announced during the year that it would introduce new legislation in relation to the calculation of funding standards no later than July 2011. Accordingly, the development of a new Funding Proposal has been put on hold pending sight of this new legislation (see also Representative Body Report page 43).

## **1. INTRODUCTION**

The Church of Ireland Pensions Board (the Board) administers the Church of Ireland Pensions Fund. The Board is elected triennially. The Representative Church Body was the Trustee of the Fund up to 31 December 2010. The new Trustee, The Church of Ireland Clergy Pensions Trustee Limited, was appointed with effect from 1 January 2011. Chapter XIV of the *Constitution of the Church of Ireland* details how the Fund is to be governed. Chapter XIV was amended by the 2010 General Synod to ensure that the governance of the Fund conforms with current legislation. All references in this year's report relate to the version of Chapter XIV prior to the changes made at the 2010 Synod.

The powers and duties of the Board are set out in Chapter XIV of the Constitution and 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.

As set out in Chapter XIV 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 Most Rev Dr John Neill, the former Archbishop of Dublin, retired from the Board on 31 January 2011.

The Board expresses its thanks and appreciation to the Archbishop for his good counsel and greatly valued contribution to the work of the Board and wishes him well in his retirement.

The Board also wishes to express its thanks and appreciation to Mr Leslie Johnston, who resigned during the year, for his tireless and greatly valued work on the Board and as a member of the Grants Committee.

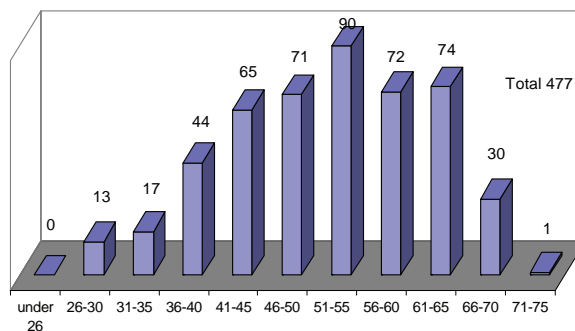


Church of Ireland Pensions Board – Report 2011

**3 MEMBERSHIP OF THE FUND**

Contributing members 1 January 2010		476
Additions:	Newly ordained clergy	8
	Clergy who re-entered service	2
	Clergy who entered service from other Churches	6
	Clergy who entered service from other posts	0
	Transfer from Non-Stipendiary Ministry	3
		<u>495</u>
Deductions:	Clergy retired on pension	10
	Clergy who died in service	2
	Clergy who left service with entitlement to deferred benefits	6
	Clergy who left service and transferred their benefits to another fund	0
		(18)
Contributing members 31 December 2010		<u>477</u>

**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	0	13	17	44	65	71	90	72	74	30	1	477

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

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**4. PENSIONERS**

**(a) Retired Clergy**

Retired clergy on pension 1 January 2010	257
Add: Retirements during the year	10
Add: Deferred, became payable during the year	2
Deduct: Ceased on death during the year	(19)
Retired clergy on pension 31 December 2010	<u>250</u>

**(b) Surviving Spouses of Clergy**

Surviving spouses on pension 1 January 2010	219
Add: Commenced during the year	14
Deduct: Ceased on death during the year	(21)
Surviving spouses on pension 31 December 2010	<u>212</u>

(Note: The total of 212 includes 17 widows of members who either retired or died before 1976 and 11 widows of voluntary members (see section 7))

**(c) Children**

Child Dependency Allowances 1 January 2010	7
Add: Commenced during the year	0
Deduct: Ceased during the year	(0)
Child Dependency Allowances 31 December 2010	<u>7</u>

**5. PENSIONS IN PAYMENT**

The annual rate of pensions etc in payment at 1 January 2011 are:

	€	and	£
Clergy	1,505,121		2,030,612
Surviving spouses and orphans	1,400,622		1,014,731
	<u>2,905,743</u>	and	<u>3,045,343</u>

**6. DEFERRED PENSIONS**

There are 98 clergy with entitlement to deferred benefits as at 31 December 2010.

## 7. PENSIONS IN PAYMENT

Under the provisions of the Fund, pensions in payment to retired clergy and surviving spouses 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.

Up to and including 1 January 2009, 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 members<sup>1</sup>.

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

The UK annualised rate of inflation to September 2010 was 4.6%; accordingly, on 1 January 2011 under (i) above a 4.6% increase was applied and under (ii) a 2.5% increase was applied. These increases relate to the service periods outlined at (i) and (ii) in the previous paragraph.

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

## 8. FUNDING PROPOSAL AND CONTRIBUTIONS

**Current funding proposal with *An Bord Pinsean*** – as previously reported, the actuary had stated in his Actuarial Certificate as at 31 December 2008 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 *Bord* had also reported that in view of the content of the Actuarial Certificate at December 2008 and the anticipated outcome of the then Triennial Actuarial Valuation of the Fund (at 30 September 2009), a new Funding Proposal will have to be submitted to *An Bord Pinsean* for its agreement.

Subsequently, and as anticipated, when the results of the triennial actuarial valuation at 30 September 2009 were received, it showed a deficit in the Minimum Funding Standard (MFS) of some €43m. This deficit had arisen mainly as a result of the

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<sup>1</sup> 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.

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collapse in global asset values together with an increase in life expectancy of the members of the Fund.

In early 2010, the Board considered in detail and supported a proposed (new) Funding Proposal, developed by the RCB Executive Committee to address the MFS deficit in the Scheme. Details of the proposed Funding Proposal were brought to the General Synod 2010 and incorporated the following key elements:

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Church of Ireland Pensions Board – Report 2011

<u>21%</u>	Dioceses/Parishes
30%	Total

In addition, there is a contribution rate from central funds which for 2010 was calculated at 8.2% of Minimum Approved Stipends.

**Contribution from central funds for 2011** – a transfer by the Representative Church Body of €5m under the Funding Proposal took place in 2010. As set out previously it is proposed that a further €20m of capital from central funds be paid into the Fund over the years 2011/2014. As the proposed capital sums are paid into the Fund, the contribution rate of 8.2% of Minimum Approved Stipend will, in effect, decrease except for the contributions payable under Section 39 of Chapter XIV. The transfer from central funds (€85,706 and £504,363 – equivalent to €871,698 in 2011) is included in the recommendations to the General Synod for allocation from the Income and Expenditure Account of the Representative Church Body (see page 20). This (reducing) allocation is calculated on the formula in Section 38 of Chapter XIV and forms part of the overall contribution level to enable the Board and the Trustee to meet its statutory obligations under the *Pensions Act, 1990* and meet the Minimum Funding Standard originally set for 30 September 2011.

#### 9. LUMP SUM BENEFITS

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

On death in service or within 5 years following retirement;

On retirement before reaching Normal Retirement Age<sup>2</sup> (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 2010 lump sums totalling €194,714 and £133,400 became payable under the above headings in respect of 6 members as follows:

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

Church of Ireland Pensions Board – Report 2011

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

**10. 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 2010 (with the inclusion of updated contribution rates for 2011) incorporates recent changes in pensions legislation and regulations together with 'best practice' and has been forwarded to every member. A copy is also available to any member on request to the Assistant Secretary.

**11. 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.

**12. ACTUARIAL CERTIFICATE**

The Actuarial Certificate as at 31 December 2010 (dated February 2011) is included as Appendix B to this report.

**13. 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.

**14. ADDITIONAL PERSONAL CONTRIBUTIONS (APCs)**

Members who will not have completed 40 years of service on reaching 65 or 67 years of age, as the case may, will not qualify for a full pension. However, subject to limitations contained in civil legislation, such members may purchase additional service by making APCs either by monthly deduction, or by the payment of a lump sum, or by a combination of the two. These contributions qualify for full income tax relief at the highest rate payable by the contributor.

At present 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.

**15. 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 156 and 157).

## Church of Ireland Pensions Board – Report 2011

Standard Life Euro Cash Fund for members in the Republic of Ireland – Standard Life has informed the Trustee of the Scheme that the Fund is closed to new members and existing members will not be permitted to increase their regular contributions. A review of the Scheme will now take place.

### 16. 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 2010 and 2009 as shown in the Financial Statements. It is hoped that this schedule will be helpful in studying the accounts.

	2010 £'000	2009 £'000
Contributions		
- Members - normal	459	350
- additional personal	50	51
- Dioceses	1,166	1,075
Representative Church Body	512	511
Pensions to Retired Clergy and Bishops	2,025	2,025
Pensions to surviving spouses and orphans	1,035	1,024
Commutation of pensions	133	114
Death benefits	-	93

### 17. 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’.





**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**FINANCIAL STATEMENTS 2010** **PAGE 2**

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**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**TRUSTEE AND ADVISORS AND OTHER INFORMATION** **PAGE 3**

**Trustee**

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

**Actuary**

Mercer Actuarial Services  
Charlotte House  
Charlemont Street  
Dublin 2

**Auditors**

PricewaterhouseCoopers  
Chartered Accountants and Registered Auditors  
Spencer Dock  
Dublin 1

**Investment Managers**

Irish Life Investment Managers  
Beresford Court  
Dublin 1

**Sponsoring Employers**

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

**Solicitors**

Mark McWha  
Senior Solicitor  
The Representative Church Body

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**TRUSTEE'S REPORT**  
**FINANCIAL STATEMENTS** **PAGE 4**

**Introduction**

The Trustee presents the annual report on the performance of the assets of the Clergy Pensions Fund for the year ended 31 December 2010 and cash additions and withdrawals for the year.

**Constitution of the Fund**

The Clergy Pensions Fund, which is a defined benefit scheme, is established under Chapter XIV of the Constitution of the Church of Ireland as amended from time to time by the General Synod. The Representative Church Body acted as Trustee of the Fund effective to 31 December 2010. The Fund is administered by the Church of Ireland Pensions Board in accordance with the provisions of Chapter XIV.

The latest revision of Chapter XIV which was carried out in 2010 has brought this Chapter into line with current Pensions legislation. The Bill gave approval for the Representative Church Body to establish a specialist company to act as trustee of the fund and the Representative Body is the sole member of this new Trustee Company. The Trustee Company assumes full responsibility as from 1 January 2011.

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.

**Management of the Fund**

The Representative Church Body is the Trustee of the Clergy Pensions Fund for the relevant reporting period. The Representative Church Body is a trust corporation with perpetual succession. The Trustee is appointed by the General Synod of the Church of Ireland.

No costs or expenses were incurred by the Fund in respect of Trustee training during the year.

**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 CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**TRUSTEE'S REPORT**  
**FINANCIAL STATEMENTS** **PAGE 5**

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The financial development of the Fund over the year 2010 was as follows:

	€000
Contributions and other receipts	5,221
Special Capital receipt	5,000
Benefits paid and other expenses	<u>(7,041)</u>
Net Surplus	3,180
Investment return for year	10,648
Value of Fund at 31 December 2009	<u>93,989</u>
Value of fund at 31 December 2010	<u>107,817</u>

The Representative Body, as Trustee of the Fund, is responsible for investment policy and meetings are held with the Investment Manager to review strategy and performance on a regular basis. The external 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 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 2010, 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.

**Investment Management**

The management of the Fund's assets is currently delegated by the Trustee to Irish Life Investment Managers.

Signed on behalf of the Trustee: *S Gamble*

*DG Perrin*

Date:

8 March 2011

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**STATEMENTS OF TRUSTEE'S RESPONSIBILITIES**  
**FINANCIAL STATEMENTS** **PAGE 6**

**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 May 2007) (SORP), subject to any material departures disclosed and explained in the financial statements.

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

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

The Trustee 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, including the maintenance of an appropriate system of internal control.

Signed on behalf of the Trustee: *S Gamble*  
*DG Perrin*  
Date: 8 March 2011

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**REPORT OF IRISH LIFE INVESTMENT MANAGERS 2010**  
**FINANCIAL STATEMENTS** **PAGE 7**

**Review of 2010**

2010 was a year of sharp contrasts for investors. Fears of a double dip recession in the developed world contrasted the strong growth in emerging economies: concerns over government and consumer indebtedness compared to improving corporate balance sheets; record low Triple A bond yields contrasted with record high yields in the periphery. Finally the fiscal austerity measures adopted across Europe compared to the unprecedented government and central bank stimulus put in place in the US.

Equity market returns were supported by earnings growth. Company profitability in 2010 far exceeded analysts' expectations. In January 2010 analysts forecast a 26% improvement in S&P earnings, by December expectations had increased to 42% growth. The improvement was driven by cost cutting and strong demand, for those with exposure to emerging markets. Such factors have offset the sluggish low single digit revenue growth experienced in developed economies.

The sovereign debt crisis emerged in January 2010 when it became evident that the fiscal situation in Greece was unsustainable. This crisis led to a reconsideration of safe assets, as the risk of default began to be priced into government bonds. This re-rating of safety is likely to continue in 2011 as rating agencies signal further country downgrades. There were even rumblings that the "ultimate safe haven" – US Government Bonds could be put on review for a potential downgrade. The concern remains that as the number of "risky" countries increases the potential bailouts become less feasible. On the other hand, the credit risk attached to companies eased, as balance sheets improved and as companies became more mobile and more able to gain exposure to countries with more robust growth. As a result the spread between government bonds and corporate bonds declined through 2010 with corporate bonds outperforming conventional government bonds.

Economic data weighed on markets during the year. However, measures to buy back government bonds, to extend tax cuts and to provide additional stimulus to business boosted markets in the fourth quarter. This additional stimulus has boosted the outlook for the US economy in 2011 but also raised concerns regarding the sustainability of the US budget deficit.

Emerging economies continued to improve in 2010 and investors sought to gain exposure to companies, government bonds and the currencies of these regions. The continued expansion of the middle classes is expected to drive growth over the next few years. However, concerns about regional over-heating continue to rise.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**REPORT OF IRISH LIFE INVESTMENT MANAGERS 2009**  
**FINANCIAL STATEMENTS - CONTINUED** **PAGE 8**

**Investment Outlook**

The global economic growth outlook has drifted higher for 2011 with strong growth in emerging markets offsetting the tepid developed world recovery. The US final quarter stimulus has resulted in forecasts for US economic growth for 2011 rising by more than 0.5%. Elsewhere the recoveries in Germany and Japan have also been much stronger than expected, although expectations are that growth will ease in these regions in 2011 and 2012.

Equity markets moved out of the trading range that had been maintained during the first three quarters of 2010, helped by US stimulus measures and improved German economic data. Earnings news continues to be supportive. As a result the fundamentals have improved for equity markets. In the short term, however, the recent rally leaves equities looking overbought.

Corporate earnings are expected to grow by a further 13% in 2011. Improvements to this number will be harder to come by in 2011 as further cost-cutting becomes harder to achieve. This earnings growth expectation may in fact drift back to single digit revenue growth numbers. The recent rise in input costs could also lead to some margin pressure as the ability to pass these cost increases on to the consumer becomes more limited.

Valuations remain undemanding with PE multiples well below their historic average levels. Nevertheless valuations are rarely a catalyst to move markets higher, but are a better guide for investors with a longer term horizon. The dividend yield offered by equities is now as attractive as the yield on ten year government bonds, particularly in Triple A countries.

Sovereign concerns are unlikely to abate in 2011. In fact, they are likely to intensify early in the year as countries attempt to front load new debt issuance. Potential rating downgrades should lead to continued volatility for both bond and equity markets. Despite this, continued strong earnings, supportive valuations, and robust corporate balance sheets are likely to support markets during 2011.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**REPORT OF IRISH LIFE INVESTMENT MANAGERS 2008**  
**FINANCIAL STATEMENTS - CONTINUED** **PAGE 9**

**Performance**

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

Equities and fixed interest bonds for both the Irish and UK funds are managed on an indexed (passive) basis replicating the performance of a particular index. Certain equities are excluded on socially responsible investing (SRI) grounds. The composite return for the equity and bonds funds for the 12 months to 31-Dec-2010 was +11.4%.

**Valuation and Asset Distribution**

Including property and venture capital values provided by other managers:

<b>Valuation at 31-Dec-2010</b>		<b>€000's</b>
ILIM Irish Fund		51,883
ILIM UK Fund		52,764
Property & Venture Capital		<u>3,084</u>
		<b><u>€107,731</u></b>
<b>Asset Distribution at 31-Dec-2010</b>		
<b>Equity</b>		
Europe	37.2%	
UK	33.3%	
US / Rest of the World	<u>11.3%</u>	<b>81.8%</b>
<b>Fixed Interest</b>		
Europe	8.2%	
UK	<u>7.2%</u>	<b>15.4%</b>
<b>Property</b>		<b>2.7%</b>
<b>Venture Capital</b>		<u><b>0.1%</b></u>
		<b><u>100.0%</u></b>

**Irish Life Investment Managers**  
**04 February 2010**



Church of Ireland Pensions Board – Report 2011



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

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

We have audited the financial statements on pages 12 to 21. These financial statements have been prepared under the accounting policies set out in the statement of accounting policies on page 12.

**Respective responsibilities of trustee and auditors**

As described in the statement of trustee's responsibilities on page 6, 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.

Church of Ireland Pensions Board – Report 2011



**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 2010, 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 2010 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.

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

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

**9 March 2011**

The Representative Church Body 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 Representative Church Body; 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**

**PAGE 12**

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

(i) Basis of preparation

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

(ii) 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) Financial Risk

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

(v) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into Euro at the rate of exchange ruling at the year end. (2010 € = £0.8607  
2009 € = £0.8881).

(vi) Benefits

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

(vii) 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.

(viii) Transfers to and from other Schemes

Transfer values represent the capital sums either receivable in respect of members from other pension schemes of previous employers or payable to the pension schemes of new employers for members who have left the Scheme. They are accounted for on a cash basis or where 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 2010**  
**FINANCIAL STATEMENTS PAGE 13**  
**CONSOLIDATED FUND**

	Notes	2010 €000	2009 €000
<b>CONTRIBUTIONS AND OTHER RECEIPTS</b>			
Contributions receivable	3	5,221	4,777
Special contribution	4	5,000	-
		10,221	4,777
<b>BENEFITS AND OTHER PAYMENTS</b>			
Benefits payable	5	6,887	6,814
Administrative expenses		154	127
		7,041	6,941
<b>NET ADDITIONS / (WITHDRAWALS)</b>		3,180	(2,164)
<b>RETURNS ON INVESTMENTS</b>			
Investment income	6	27	62
Realised and unrealised investment gain		10,719	18,859
Currency translation adjustment		(32)	43
Investment management expenses		(66)	(56)
<b>NET RETURNS ON INVESTMENTS</b>		10,648	18,908
<b>NET INCREASE IN FUND FOR YEAR</b>		13,828	16,744
<b>BALANCE 1 JANUARY</b>		93,989	77,245
<b>BALANCE 31 DECEMBER</b>		107,817	93,989

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: 8 March 2011

Church of Ireland Pensions Board – Report 2011

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**STATEMENT OF NET ASSETS YEAR ENDED 31 DECEMBER 2010**  
**FINANCIAL STATEMENTS PAGE 14**

<b>CONSOLIDATED FUND</b>	Notes	2010	2009
			€000
INVESTMENT ASSETS	7	107,749	93,895
		-----	-----
CURRENT ASSETS			
Amounts due from the Representative Church Body		152	162
CURRENT LIABILITIES			
Creditors		(84)	(68)
		-----	-----
NET CURRENT ASSETS		68	94
		=====	=====
NET ASSETS		107,817	93,989
		=====	=====

The accounts summarise the transactions of the Fund and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Fund year. The actuarial position of the scheme, which does take account of such obligations, is dealt with in the actuarial certificate included in the Annual Report and these accounts should be read in conjunction with this.

Signed on behalf of the Trustee: *S Gamble*

*DG Perrin*

Date: 8 March 2011

Church of Ireland Pensions Board – Report 2011

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**YEAR ENDED 31 DECEMBER 2010**  
**FINANCIAL STATEMENTS** **PAGE 15**

**REPUBLIC OF IRELAND SUBDIVISION**

	Notes	2010	2009
		€000	€000
<b>CONTRIBUTIONS AND OTHER RECEIPTS</b>			
Contributions receivable	3	2,680	2,520
Special contribution	4	2,484	-
Transfers from Northern Ireland subdivision		<u>72</u>	<u>49</u>
		5,236	2,569
<b>BENEFITS AND OTHER PAYMENTS</b>			
Benefits payable	5	3,177	3,148
Transfers to Northern Ireland subdivision		502	36
Administrative expenses		153	126
		<u>3,832</u>	<u>3,310</u>
<b>NET ADDITIONS / (WITHDRAWALS)</b>		<u>1,404</u>	<u>(741)</u>
<b>RETURNS ON INVESTMENTS</b>			
Investment income		24	55
Realised and unrealised investment gain		5,330	9,354
Investment management expenses		(33)	(28)
<b>NET RETURNS ON INVESTMENTS</b>		<u>5,321</u>	<u>9,381</u>
<b>NET INCREASE IN FUND FOR YEAR</b>		6,725	8,640
<b>BALANCE 1 JANUARY</b>		46,839	38,199
<b>BALANCE 31 DECEMBER</b>		<u><u>53,564</u></u>	<u><u>46,839</u></u>

Church of Ireland Pensions Board – Report 2011

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**YEAR ENDED 31 DECEMBER 2010**  
**FINANCIAL STATEMENTS** **PAGE 16**

**NORTHERN IRELAND SUBDIVISION**

	Notes	2010	2009
		€000	€000
<b>CONTRIBUTIONS AND OTHER RECEIPTS</b>			
Contributions receivable	3	2,541	2,257
Special contribution	4	2,516	-
Transfers from Republic of Ireland subdivision		<u>502</u>	<u>36</u>
		5,559	2,293
<b>BENEFITS AND OTHER PAYMENTS</b>			
Benefits payable	5	3,710	3,666
Transfers to Republic of Ireland subdivision		72	49
Administrative expenses		1	1
		<u>3,783</u>	<u>3,716</u>
<b>NET ADDITIONS / (WITHDRAWALS)</b>		<u>1,776</u>	<u>(1,423)</u>
<b>RETURNS ON INVESTMENTS</b>			
Investment income		3	7
Realised and unrealised investment gain		5,389	9,505
Currency translation adjustment		(32)	43
Investment management expenses		(33)	(28)
<b>NET RETURNS ON INVESTMENTS</b>		<u>5,327</u>	<u>9,527</u>
<b>NET INCREASE IN FUND FOR YEAR</b>		7,103	8,104
<b>BALANCE 1 JANUARY</b>		47,150	39,046
<b>BALANCE 31 DECEMBER</b>		<u>54,253</u>	<u>47,150</u>

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND****NOTES TO THE FINANCIAL STATEMENTS****FINANCIAL STATEMENTS****PAGE 17****1. ACTUARIAL POSITION**

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 2010 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. It is expected a revised funding plan will be agreed with the Irish Pensions Board during 2011.

**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 takes 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**

	2010 €000	2009 €000
<u>Republic of Ireland</u>		
Members – normal	536	425
– additional personal	168	164
Dioceses	1,409	1,352
Representative Church Body	560	579
Transfers from other funds	7	-
Special contribution	<u>2,484</u>	<u>-</u>
	<u>5,164</u>	<u>2,520</u>
<u>Northern Ireland</u>		
Members – normal	533	394
– additional personal	58	57
Dioceses	1,355	1,210
Representative Church Body	595	576
Transfers from other funds	-	20
Special contribution	<u>2,516</u>	<u>-</u>
	<u>5,057</u>	<u>2,257</u>
Total	<u>10,221</u>	<u>4,777</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 18**

**4. SPECIAL CONTRIBUTION**

As part of a funding proposal which was presented to General Synod in 2010 the Representative Church Body made a capital transfer of €5m to the Clergy Pensions Fund. Further transfers may be made in the years 2011 to 2014.

**5. BENEFITS PAYABLE**

	2010	2009
	€000	€000
<u>Republic of Ireland</u>		
Pensions to retired bishops and clergy	1,605	1,712
Pensions to surviving spouses and orphans	1,377	1,389
Commutation of pensions	50	47
Death benefits	145	-
	3,177	3,148
<u>Northern Ireland</u>		
Pensions to retired bishops and clergy	2,353	2,280
Pensions to surviving spouses and orphans	1,202	1,153
Commutation of pensions	155	128
Death benefits	-	105
	3,710	3,666
 Total	 6,887	 6,814

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 19**

**6. ANALYSIS OF INVESTMENT INCOME**

	2010	2009
	€000	€000
Miscellaneous trust income	18	54
Interest	<u>9</u>	<u>8</u>
	<u>27</u>	<u>62</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 20**

**7. (a) INVESTMENT ASSETS**

	<b>Market Value 2010</b>	<b>Market Value 2009</b>
<b>Equities</b>	€000	€000
UK	35,852	29,870
Europe ex UK	40,098	36,330
Global	12,160	9,738
<b>Bonds</b>		
European	8,801	8,474
UK	7,754	6,616
	-----	-----
	104,665	91,028
	-----	-----
<b>Other</b>		
Irish Property Unit Trust	202	225
New Ireland Pension Property Series 1	2,706	2,467
New Ireland Venture Capital	176	175
	-----	-----
	3,084	2,867
	-----	-----
<b>Total</b>	107,749	93,895
	=====	=====

The total invested assets include an amount of €17,591 (€15,455 in 2009) 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 21**

**7. 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 2010, 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	38.3%
FTSE All World Series UK	34.2%
S&P Global 100	11.7%
Merrill Lynch EMU Govt > 10 Year	8.4%
Merrill Lynch UK Govt > 10 Year	7.4%

**8. CONTINGENT LIABILITIES**

As stated in the accounting policies on page 12, liabilities to pay pensions and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2010.

**9. ADMINISTRATIVE AND INVESTMENT MANAGEMENT EXPENSES**

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

**10. RELATED PARTIES**

- (a) The Trustee: The Trustee of the Fund is set out on page 3 of this report.
- (b) Remuneration of the Trustee: The Trustee does not receive and is not due any remuneration from the Fund in connection with its responsibilities as Trustee.
- (c) Employer: The Representative Church Body acts as the sponsoring employer for the Clergy Pensions Fund and employer contributions to the scheme are made in accordance with funding proposals agreed with the Actuary from time to time.
- (d) The Administrator: The Representative Church Body is the Registered Administrator of the scheme and is remunerated on a fee basis as shown on page 13 of this report.
- (e) The Investment Manager: Irish Life Investment Managers was appointed by the Trustee to manage the Fund's assets. The Manager is remunerated on a fee basis calculated as a percentage of the assets under management. These fees are reflected in unit prices and borne by the Fund.

**11. APPROVAL OF FINANCIAL STATEMENTS**

The Representative Church Body as Trustee of the fund at 31 December 2010 signed the accounts on 8 March 2011.

**THE SUPPLEMENTAL FUND**

**1. ADMINISTRATION OF THE FUND FOR THE YEAR ENDED 31 DECEMBER 2010**

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 2010 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 2010, pensions were in course of payment to 198 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 2010, 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 €10 from monies allocated from the Priorities Fund.

As a result of these grants, the actual minimum income of surviving spouses during 2010 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 2011

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 €1,419 (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 2010.

**(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	€1,976
Eligible clergy aged 80 or over	€2,496
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

The number of grants in payment on 31 December 2010 was three.

**(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 2010.

**(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 2011**

The Representative Body recommends that the General Synod of 2011 approves allocations of €43,846 plus £3,064 to the Supplemental Fund from 2010 income (see page 20 of the report of the Representative Body).

The allocations recommended, combined with an unexpended surplus for 2010 and dividend income for 2011, 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 2011 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

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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 Invalidation Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,376 (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   | €1,976        |
| Eligible clergy aged 80 or over | €2,496        |
| 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 €2,496 plus £1,532.

**(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	£1,363
Republic of Ireland	€1,876

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

In service:

Northern Ireland	£3,905
Republic of Ireland	€5,673

In retirement:

Northern Ireland	£1,229
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.

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**THE SUPPLEMENTAL FUND**

**31 December 2010**

**FUND STATEMENT**

	2010 €000	2009 €000
<b>INCOME</b>		
General Synod Allocations	13	42
Investment Income	31	31
Income from Trusts and Donations	2	2
	<u>46</u>	<u>75</u>
<b>EXPENDITURE</b>		
Augmentation – Surviving Spouses and Orphans	34	22
Grants to Surviving Spouses	21	12
Grants to Retired Clergy	22	23
Expenses	5	5
	<u>82</u>	<u>62</u>
Surplus of income	<u>(36)</u>	<u>13</u>
Revaluation movement	42	94
Currency translation adjustment	15	31
	<u>57</u>	<u>125</u>
Net increase/(decrease) in fund for year	57	125
Capital balance 1 January	707	582
Capital balance 31 December	<u><u>764</u></u>	<u><u>707</u></u>

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**THE SUPPLEMENTAL FUND**

**ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2010**

	2010 €000	2009 €000
Investments at Valuation		
RB General Unit Trusts	763	707
	<u>763</u>	<u>707</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 2010. 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 2011

**THE CHURCH OF IRELAND  
VOLUNTARY CONTRIBUTIONS SCHEME**

**1. MEMBERSHIP AS AT 31 DECEMBER 2010**

	Membership 31/12/09	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/10
RI	30	0	0	0	1	29
NI	<u>6</u>	<u>0</u>	0	0	<u>0</u>	<u>6</u>
Total	36	0	0	0	1	35
Previous Year	39	1	0	0	4	36

One member increased their contributions. The average annual contribution at the end of 2010 was (RI) €4,511 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**

	2010 €000	2009 €000
Contributions received	105	93
Less paid on retirement or death	(5)	(23)
Less commuted to pension	-	-
	<u>100</u>	<u>70</u>
Balance 1 January	567	492
Currency Translation Adjustment	3	5
Balance 31 December	<u>670</u>	<u>567</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 2010 €1 = £0.8607 (2009 €1 = £0.8881)

ACCOUNTANTS' REPORT

The Representative Church Body is responsible for preparing the Fund Statement for the year ended 31 December 2010. 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 2011

**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 2010 was €41,708 and £3,244.

**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 €42,920 plus £79,079 were allocated in 2010 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 member of the clergy. 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 2010 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 2011.

**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 2010, grants totalling €27,300 were paid to 9 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 2010, the total of grants paid was €1,148.

**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 2010 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €13,000 and £13,305 to 18 surviving spouses and grants totalling £10,540 to nine retired clergy.

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

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**APPENDIX A**

June 2010

**Actuarial Valuation Report as  
at 30<sup>th</sup> September 2009**  
The Church of Ireland Clergy  
Pensions Fund

**MERCER**

 MARSH MERCER KROLL  
GUY CARPENTER OLIVER WYMAN

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# Church of Ireland Pensions Board – Report 2011

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September 2009

The Church of Ireland Clergy Pensions Fund

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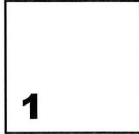
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## Church of Ireland Pensions Board – Report 2011

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### **Introduction**

This is a report to the Church of Ireland Pensions Board and the Trustee of the Church of Ireland Clergy Pensions Fund on the actuarial valuation of the Fund as at 30 September 2009. The previous actuarial valuation of the Fund had an effective date of 30 September 2006.

The Fund has members in both the Republic of Ireland and Northern Ireland and is an exempt approved pension scheme in both jurisdictions, having received approval from the Revenue Commissioners and the Inland Revenue. The Clergy Fund, however, is regulated as an Irish pension scheme by The Pensions Board and, as such, is required to satisfy the minimum funding standard under The Pensions Act. Consequently this report assesses the funded position of the Fund in relation to the trustee's obligations under The Pensions Act.

The valuation meets the requirements of chapter XIV of the Constitution of the Church of Ireland and of section 56 of the Pensions Act, 1990, which require the Trustee to obtain an actuarial valuation periodically. It complies with relevant actuarial standards issued by the Society of Actuaries in Ireland (ASPEN1) and current at the date of signature. In this regard, it is confirmed that the actuary signing the report holds a current Fund Actuary Certificate.

The purposes of the valuation are to:

- 1) Set out the funding level at the valuation date on the basis that the Fund continues to operate indefinitely.
- 2) Set out the funding level on the basis that the Fund had been determined (i.e. wound up) at the valuation date and, on the basis of this analysis, confirm if the Fund satisfied the statutory Minimum Funding Standard.
- 3) Consider the adequacy of the contributions payable under chapter XIV of the Constitution of the Church of Ireland, taking account of the Trustee's funding objectives.

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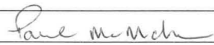
## Church of Ireland Pensions Board – Report 2011

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- 4) Set out an analysis of the principal factors that have contributed to the change in the ongoing funding level since the last valuation.
- 5) Provide an understanding of the financial risks inherent in the current funding and investment policies.

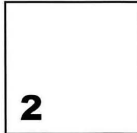
The methods and assumptions employed in the valuation are appropriate for the purposes described above. They may not be appropriate for other purposes. The valuation report must be disclosed to members on request, in accordance with the disclosure regulations of the Pensions Act, 1990. The report may be disclosed to other parties with the consent of the Trustee or under disclosure legislation and regulations. Such parties may rely upon the results only for the purposes described above or any other purpose agreed with the Fund actuary at the time of disclosure.

<b>Fund Actuary Name</b>	Paul McMahon
<b>Fund Actuary Certificate Number</b>	P076
<b>Qualification</b>	Fellow of the Society of Actuaries in Ireland
<b>Signature</b>	
<b>Date of Signing</b>	29/6/2010

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### Data

2.1 The valuation is based on data relating to:

- 1) The membership of the Fund at the valuation date.
- 2) The benefits provided by the Fund.
- 3) The amount of assets held by the Fund on the valuation date.

Further information relating to the data is set out below and in the Appendices.

### Membership

2.2 Data in relation to members in service (active members), former members with deferred pensions (deferred members) and current pensioners (pensioners), was obtained from records maintained by the Church of Ireland.

2.3 I have relied on the accuracy of the information provided to me without additional detailed audit. I have however undertaken such reasonableness checks as are practicable on this data and, on the basis of these checks, I have no reason to doubt its accuracy in any material respect. These checks do not however provide a guarantee in this regard.

2.4 The Fund was open to new entrants at this valuation date.

2.5 The following is a summary of the membership data at the valuation date. A reconciliation with membership figures at the previous valuation date is set out in Appendix A.

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### Republic of Ireland

Active Members	Current Valuation	Previous Valuation
Number of members	197	219
Total MAS (€000's)	7,184	6,852
Average age	51.0	51.3
Average past pensionable service	16.5	15.5
Deferred Members	Current Valuation	Previous Valuation
Number	40	35
Total deferred pensions (€000's pa) (includes revaluation to 30/09/2009)	212	161
Average age	51.8	51.4
Pensioners	Current Valuation	Previous Valuation
Number	214	193
Total pensions payable (€000's pa)	3,393	2,620
Average Age	77.9	77.8

### Northern Ireland

Active Members	Current Valuation	Previous Valuation
Number of members	252	269
Total MAS (sterling £000's)	6,332	6,039
Average age	49.6	50.2
Average past pensionable service	15.8	17.2
Deferred Members	Current Valuation	Previous Valuation
Number	46	46
Total deferred pensions (sterling £000's) (includes revaluation to 30/09/2009)	155	133
Average age	48.8	48.2
Pensioners	Current Valuation	Previous Valuation
Number	300	286
Total pensions payable (sterling £000's)	3,382	2,671
Average Age	78.0	78.5

### Benefits

- 2.6 A summary of Fund benefits on which the valuation is based is included in Appendix B. The benefits are unchanged from the previous valuation.
- 2.7 Northern Ireland members in receipt of a pension are required by UK law to receive a minimum level of increase in their pension each year. All other increases to pensions in payment are paid on a discretionary basis under Chapter XIV of the Constitution of the Church of Ireland. This report assumes that the trustee will continue to increase all pensions on a discretionary basis.

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- 2.8 I have assumed for the purposes of the ongoing valuation that the Trustee will continue to provide these discretionary benefits in the future.

### **Contributions**

- 2.9 Following the last valuation it was agreed that a total contribution rate of 30.6% of Minimum Approved Stipend (MAS) would be paid to the Fund. Expenses of administering the Fund were payable in addition. The audited accounts confirm that contributions have been paid at this rate since 30 September 2006.

### **Assets**

- 2.10 Information on the assets of the Fund was sourced from the investment reports prepared by the investment managers covering the period ended 30 September 2009. No allowance has been made for any current assets or liabilities.
- 2.11 For the purposes of assessing whether the Fund satisfies the Minimum Funding Standard I am required to estimate the realisable value of the fund (including AVCs) at the valuation date but disregarding those assets, if any, which constitute self investment and concentration of assets beyond the limits prescribed in the Pensions Act.
- 2.12 On the basis of the foregoing, the net asset value at the valuation date for the purposes of the ongoing valuation was €90,876,000 (including AVCs) while the net realisable value at the same date for the purposes of the Minimum Funding Standard test was €90,876,000 (including AVCs).
- 2.13 Further information on the assets, including a consolidated revenue account for the inter-valuation period, is set out in Appendix A. This has been compiled from the Fund's audited accounts over the inter-valuation period where applicable. However, accounts were not available at the valuation date as the plan year ends on 31 December.

### **Investment Policy**

- 2.14 The trustee's investment policy can be summarised as follows:
- The Trustee has engaged professional investment managers Irish Life to manage the fund on their behalf.
  - The assets are split into Republic of Ireland and Northern Ireland subsections to better match the currency of the respective liabilities.
  - The portfolio comprises:
    - 1) A diversified portfolio of equity, fixed interest and property investments, the objective of which is to maximise return subject to an acceptable level of risk. Risk in this context is managed primarily by diversifying the

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portfolio and placing limits on the allocation to any particular sector or individual stock.

- 2) An allocation to liability driven investments (conventional and index-linked bonds and/or derivative based interest rate and inflation swap instruments). The objective of this element of the portfolio is to immunize the Fund against changes in financial conditions. At the valuation date, some 17% of the assets were invested in bonds in this regard.

- 2.15 The application of this policy has resulted in the following distribution of the invested assets at the valuation date.

Asset Class	Proportion of Fund
Fixed interest	17%
Equity	80%
Property	3%
Other	0%
<b>Total</b>	<b>100%</b>

- 2.16 Given the nature of the Fund's liabilities which are dominated in both euro and pounds sterling, the assets are also split with an allocation to each of these currencies to match the appropriate liability. However, for convenience, all asset and liability figures in this report have been expressed in euro.
- 2.17 Death in service benefits under the Fund are self insured. Given the level of such benefits and the total value of the Fund's assets, I am satisfied that this arrangement is appropriate. However, the Trustee should be aware that a significant number of death claims over a short period of time may adversely affect the funded status of the Fund, particularly under the statutory minimum funding standard. To help protect the Fund against such an eventuality, the trustee may wish to consider a stop-loss or catastrophe insurance policy.

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### Valuation of Discontinuance Liabilities

#### *Minimum Funding Standard*

- 3.1 A Fund is deemed to have satisfied the Minimum Funding Standard if, in the opinion of the actuary, the assets were greater than the value of the contractual benefits that would have become payable if the Fund had been determined (i.e. wound up) on the effective date, together with the expenses of winding up the Fund.
- 3.2 The assets, net of any self investment or concentration of investment beyond prescribed limits, are taken into account for the purposes of the Minimum Funding Standard at the estimated realisable value.
- 3.3 The assumptions on which the Minimum Funding Standard liability is determined are prescribed in actuarial standards - see Appendix C.
- 3.4 The contractual benefits payable to, and in respect of, the various beneficiaries are as follows (Contractual benefits do not include an allowance for discretionary pension increases, with the exception of increases guaranteed by law to Northern Ireland members, the discontinuance liabilities do not include any allowance for future increases to pensions in payment):
  - Benefits secured as a consequence of a member making additional voluntary contributions to the Fund
  - The pensions and contingent pensions payable to and in respect of retired members and other former employees who may have died in service.
  - The deferred benefits payable to, and in respect of, former members to which these members became entitled on leaving service. The Minimum Funding Standard liability includes revaluation in the period to retirement on the element of certain preserved benefits that relates to pre 1991 pensionable service.
  - The benefits payable to, and in respect of, active members on wind up are determined as the deferred benefits that would have been payable to, or in respect of, these members if they had left service on the effective date of

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- the wind up, again including revaluation in the period to retirement on that element of preserved benefits related to pre 1991 pensionable service.
- Where appropriate, benefits for Northern Ireland members are assumed to revalue or increase in payment in line with appropriate legislation.
- 3.5 The value of liabilities also includes a priority allowance for the estimated expenses of administering a wind up.
- 3.6 Where a Fund fails to satisfy the Minimum Funding Standard, the Trustees are required to develop a Funding Proposal in conjunction with the company and the Fund Actuary to resolve the shortfall.

### **Sensitivity Analysis**

- 3.7 Future investment returns will never exactly match the assumptions underlying the statutory Minimum Funding Standard basis especially in the short term. To illustrate the impact that adverse market conditions would have on the statutory funding level of the Fund, we have also calculated this funding level at the valuation date assuming long bond yields were ½% p.a. lower (and liabilities increase as a result) and equity and property values were 20% lower. While such market conditions may trigger a review by the SAI of its standard transfer value basis, we have ignored this possibility for the purposes of our illustrations.

### **Discontinuance Liability**

- 3.8 The actual liability on discontinuance differs from the Minimum Funding Standard liability in the following respects:
- In the case of Northern Ireland members, the Minimum Funding Standard liability incorporates a substituted fixed rate of pension indexation in lieu of the rate guaranteed under the rules of the Fund.

We have separately estimated the value of the discontinuance liability taking account of the factors outlined above.

- 3.9 Section 48 of the Pensions Act allows, but does not require, Trustees to settle deferred benefit obligations in respect of active and deferred members by firstly capitalising these benefits in accordance with actuarial guidance and then making equivalent transfer payments to alternative pension arrangements. Notwithstanding this, the Trustees may, instead, wish to consider settling these benefit obligations by purchasing comparable deferred annuities in the market place. However, our understanding is that there is not, at the current time, a liquid market in these policies (especially in respect of Republic of Ireland members) and it is therefore not clear whether it would be possible to implement such an option. As a result we have not considered it further in this valuation beyond noting that if such an option were available to the Trustees, it is likely that the cost of settling benefits on this basis would greatly exceed the corresponding cost on the standard transfer value basis.

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### Valuation of Ongoing Liabilities

#### *Nature of Liabilities*

- 4.1 The Fund's liabilities on an ongoing basis consist of obligations to make pension and other benefit payments to current and potential future beneficiaries. Once in payment, pension entitlements are generally increased annually in line with any minimum legislative requirements and further increases are currently provided on a discretionary basis in line with annual increases in inflation, capped at 5% in any one year. In the period up to retirement, death or earlier leaving service, accrued benefits increase each year in line with changes in the Minimum Annual Stipend, which generally might be expected to be linked to, but exceed, price inflation over the period. Deferred benefits for early leavers are indexed in the period to retirement in line with price inflation. In summary, the Fund liabilities are linked to price inflation during the period up to and beyond retirement.
- 4.2 The value of these liabilities is determined by firstly projecting the benefits payable in the future. The projected benefit cash flows allow for:
- The anticipated incidence of benefits commencing, and ceasing, determined in accordance with the demographic assumptions.
  - Projected Pensionable Stipend allowing for future anticipated increases which will determine the benefits payable to, and in respect of, active members.
  - Future revaluation of the preserved benefits payable to and in respect of deferred members.
  - Increases on pensions in payment in accordance with the current policy.

Benefit outflows are capitalised and represented as a Fund liability by discounting the future anticipated cash flows at a suitable discount rate. The diagram below sets out an illustration of the projected outflow by member class of a typical pension Fund.

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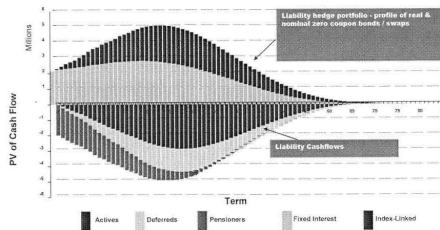
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### Valuation of Fund Liabilities – Economic Basis

#### Minimum Risk Approach

- 4.3 In theory it is possible to construct a portfolio of assets (conventional and index-linked bonds and/or derivative based interest rate and inflation swap instruments) that generate an income stream that coincides exactly with the corresponding projected benefit outgo of the Fund. The market value of this fully liability-hedged portfolio would equal the subjective economic market valuation of the Fund's liabilities.



- 4.4 Therefore, in order to determine the economic value of the Fund's liabilities, it is necessary to discount each future projected benefit payment at the market interest rate appropriate to a fixed interest investment of that duration. For ease of calculation we have used a single interest rate to discount all benefit outflow chosen by reference to the yield on a fixed interest stock with duration similar to the average duration of Fund benefit outgo.
- 4.5 The assumptions on which the valuation of liabilities is determined are as set out in Section 6.

#### Determining the Funded Component of the Liability

- 4.6 Paragraph 4.3 describes the approach to determining the economic value of the Fund's benefits. To the extent that this liability is not financed by the accumulated fund, the residual liability may be funded by a combination of
- future contributions from the members, dioceses and the Representative Church Body and/or
  - targeting a return on investments in excess of the minimum risk approach.

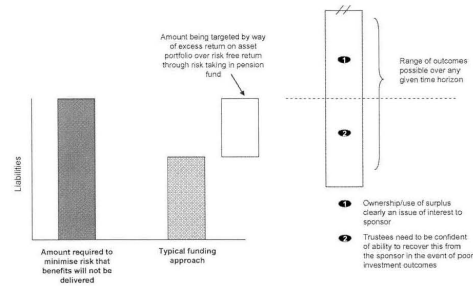
Funding policies have traditionally been set by anticipating asset out-performance in the liability valuation basis and investment policy has been constructed accordingly. In practice effect is given to this policy by discounting liabilities at a rate that reflects the expected return on the fund – thus resulting in a funding target for past service liabilities below the economic valuation.

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This is represented in the diagram below. The economic value of the liability is shown as the left hand bar whereas the funded component of the liability is represented by the middle bar.



### Risk Management

- 4.7 One of the important implications of the funding and investment policies outlined above is that the assets (to the extent that they are invested in assets other than bonds of appropriate duration) could not be considered to be matched to the form and incidence of the liabilities. There is also a currency mismatch to the extent that the assets are denominated in currencies other than the Euro or Pounds Sterling. The diagram above shows a stylised illustration of the "spread" of likely outcomes as a consequence of pursuing an unmatched asset and liability funding strategy. The key point is that by embracing an unmatched investment strategy and anticipating future investment gains as an integral part of financing Fund liabilities, the Trustees are accepting an inevitability that future outcomes will either be better than the projections (scenario 1) or that a funding shortfall will arise (scenario 2).
- 4.8 Another way of understanding the pension risk associated with a particular investment strategy is to focus on a Value-at-Risk analysis which measures the impact on the funding level of adverse movements in interest rates and asset values. Value-at-Risk analysis can be undertaken in many different ways but in this valuation we have focused on events that, on the basis of experienced statistical evidence, might be expected to occur one year in twenty. Appendix F explains the methodology employed in a Value-at-Risk assessment in more detail. The results of this analysis are contained in Section 7.
- 4.9 Alternatively, if the value of the Fund's assets equals its liabilities when assessed on an economic basis, and assets are invested in accordance with the liability-hedged portfolio, the Fund's assets and liabilities will be largely immunized against changes in financial conditions and the Value-at-Risk would reduce accordingly. Experience gains and losses would then be confined to non-financial

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areas such as Pensionable Stipend inflation, demographic movements, longevity  
etc.

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### Development of Funding Policy

#### *Valuation objectives*

- 5.1 Chapter XIV of the Constitution of the Church of Ireland specifies the contributions payable by the members and parishes to fund the benefits payable. Additional amounts as determined by the Board on the advice of the actuary are also payable by the Representative Church Body. A wide range of potential outcomes are possible and any additional contributions payable by the Representative Church Body must ultimately be determined on a basis consistent with the Trustees' funding objectives.
- 5.2 The Minimum Funding Standard regime provides a practical base line in terms of both a target funding level and contribution rate. In circumstances where the Fund fails to satisfy the Standard, the Trustees must agree a Funding Proposal to restore the solvency position. The Pensions Board has established guidelines in relation to what would constitute an acceptable Funding Proposal.
- 5.3 Beyond this funding policy is largely discretionary and the Trustee's objectives have been developed in the context of the following:
  - the pension Fund represents a voluntary arrangement whereby the Trustee, the Representative Church Body and parishes enter an agreement to provide various benefits to the members subject to adequacy of resources;
  - the assumptions and method used in the valuation result in a recommendation as to the adequacy of the current contribution structure.
  - the assumptions and method used in the valuation result in a recommendation as to the pace at which the benefits will be paid for by means of any additional contributions from the Representative Church Body.
  - the true cost of providing pensions promised to members depends on the Fund's experience and will emerge only in time;
  - higher contributions now will lead to lower contributions later and vice versa;

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- higher contributions now will provide members with greater benefit security.
- 5.4 In determining a funding policy the Trustee must strike a balance between various (potentially competing) objectives including the financial preferences of the members, parishes and the RCB and the need to maximize the security of members' benefits. When making decisions on these matters the Trustees will be informed by their attitude to risk and, in particular, by their view on the ability and willingness of the members, parishes and the Representative Church Body to support a lower (but potentially more volatile ) future funding requirement versus a higher (but more stable) obligation.
- 5.5 For the purposes of the current valuation it has been agreed that funding policy should encompass the elements set out below. This policy is broadly consistent with that adopted at the last valuation.
- 1) The funded component of the accrued liability has been determined by reference to a discount rate that exceeds the risk free rate in the pre-retirement period (see Section 7 for further details).
  - 2) The funding liability includes reserves to provide for a continuation of current discretionary practices.
  - 3) The contribution rate in respect of future service for currently active members has been calculated using the Projected Unit method, at this valuation. See Appendix D for a technical description of this method. This is a change from the previous valuation when the Attained Age valuation method was used. As the Fund remains open to new entrants, I am satisfied that the Projected Unit Method is suitable for determining the ongoing cost of benefits.
  - 4) No allowance is made for the operational costs, which are met separately by the Representative Church Body. Provision has been made for future investment management expenses within the financial assumptions.
- 5.6 While it is intended that the valuation will be undertaken at intervals of three years, the financial position of the Fund should be reviewed if a significant event occurs which materially affects either the financial position of the Fund or the Trustees' funding policy. Without prejudice to the generality of this statement such an event would encompass material changes in the assets, liabilities or funding level, the membership profile or the relative strength or covenant of the employer.

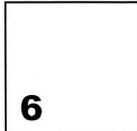
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### Assumptions

- 6.1 The valuation results depend on the assumptions used. There are two broad categories of assumptions:

**financial assumptions** - such as the investment return that will be earned in the future and the rates at which earnings and pensions will increase; and

**demographic assumptions** - such as rates of mortality, retirement, and withdrawal from the Fund.

- 6.2 A market based approach has been used in setting the assumptions for the purposes of the ongoing valuation. This involves using the yield available in the market at the valuation date on long-dated Government Bonds as a determinant of the best estimate of future market returns. The market value of assets is compared to liabilities valued using the market approach in order to determine the past service funding level. Assets and liabilities are thus measured in a consistent manner. At the valuation date, there was not a significant difference between the yield on long-dated Government Bonds in the Euro and Sterling market, and the valuation assumptions have therefore been set by reference to Eurozone yields.
- 6.3 Except where noted otherwise, the assumptions are unchanged from the last valuation.

### Financial Assumptions

- 6.4 The financial assumptions have been derived from the yield on long dated government bonds at the valuation date. The table below compares the key market yields on the valuation date with the corresponding yields at the previous valuation:

	Current Valuation	Previous Valuation
Annualised yield on long-dated Eurozone bonds	4.28%	3.94%
Annualised yield on long-dated Eurozone index-linked gilts	1.81%	1.68%
Long term expectation for annual Eurozone price inflation*	2.43%	2.22%

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- 6.5 On the basis of these yields the financial assumptions adopted for this valuation compared to those adopted for the previous valuation are as follows:

	Economic Valuation	Funding Policy	Previous Valuation
<b>Discount Rate</b>			
Pre-retirement	4.25% pa	6.25% pa	6.0% pa
Post Retirement	4.25% pa	4.25% pa	5.0% pa
<b>Benefit Increases</b>			
Price inflation	2.5% pa	2.5% pa	2.5% pa
Pensionable Stipend Increases	0% pa until 31/12/2011 and 1.5% thereafter	0% pa until 31/12/2011 and 1.5% thereafter	3.5% pa
Pension increases	1.5% pa	1.5% pa	2.5% pa

### **Demographic Assumptions**

- 6.6 It is also necessary to make a range of demographic assumptions to project the incidence and level of future benefit payments. These include:
- Mortality rates used to derive post retirement life expectations as well as the incidence of death in service.
  - The incidence of commutation of pension for lump sum payments at the point of retirement.
  - Family statistics relating to the proportion of members who are married and the age differential between husband and wife.
- 6.7 A comprehensive description of the assumptions adopted, noting changes relative to the previous valuation, is included in Appendix E.
- 6.8 The valuation outcome is sensitive to the assumptions made. The key assumptions to which the contribution rate is particularly sensitive are:
- The assumed rate(s) of interest used to discount future benefit payments.
  - The assumed rate of benefit inflation resulting from Pensionable Stipend and Fund pension increases.
  - Mortality rates and the associated allowance for post retirement longevity.

Clearly different assumptions give different outcomes. Weaker assumptions would give a more favourable valuation income in terms of a higher funding level and lower future contribution requirement and vice versa. It is beyond the scope of the valuation to demonstrate the sensitivity of the valuation outcome to all of the assumptions. However, the results do, in terms of the difference between the economic and funding bases, convey a sense of the sensitivity of both the funding level and contribution rate to the valuation interest rate.

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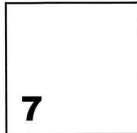
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Beyond this the VaR analysis gives a sense to the extent to which the funding level might change in adverse market conditions. The extent to which a change of this magnitude would give rise to a change in the contribution rate would be a matter for debate and agreement in the context of the Trustee's funding policy.

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### Results and Recommendations

#### Value of Discontinuance Liabilities and Assets

7.1 The table below contains a breakdown of the Minimum Funding Standard liability at the current and previous valuation dates, the corresponding liability under the Sensitivity Analysis and the Discontinuance Liability. It also includes the associated level of asset coverage taking account of statutory priorities.

The figures below are inclusive of AVCs.

	Minimum Funding Standard (MFS)		MFS Sensitivity	Discontinuance
	30/09/2009	30/09/2006	30/09/2009	
Expense provision	800	500	800	800
Cost of securing annuities for pensioners	86,436	95,218	90,426	87,342
Asset Coverage	100%	100%	84%	100%
Cost of paying transfer values to active members (including revaluation of pre 1991 benefits)	43,361	42,332	44,175	43,361
Cost of paying transfer values to deferred members (including revaluation of pre 1991 benefits)	3,555	3,115	3,602	3,555
Asset coverage	7.8%	70.5%	0%	5.8%
<b>Total liabilities</b>	<b>134,152</b>	<b>141,165</b>	<b>139,003</b>	<b>135,058</b>
<b>Value of assets</b>	<b>90,876</b>	<b>127,768</b>	<b>76,559</b>	<b>90,876</b>
Deficit	43,276	13,397	62,444	44,182

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### **Minimum Funding Standard**

- 7.2 The Fund does not meet the Minimum Funding Standard at the valuation date. I have completed an Actuarial Funding Certificate confirming this outcome and a copy is included in Appendix H.
- 7.3 The liabilities above exclude any allowance for discretionary pension increases. They do, however, include an allowance for any guaranteed pension increases for Northern Ireland members under applicable UK legislation.
- 7.4 Assuming contributions are paid in accordance with those set out in the Constitution and later in this section, the funded status of the Fund under the Minimum Funding Standard is expected to gradually improve over the period to the next valuation in 2012. At this time, the expected deficit is €33.6m with coverage for actives and deferreds increasing to 28% (from 7.8% at present).

### **Sensitivity Analysis**

- 7.5 Section 3.7 provides details of a sensitivity analysis demonstrating the impact on the Minimum Funding Standard funding level of a materially adverse notional event. Under this scenario I estimate that the Fund would have a shortfall of assets to liabilities of €62,444,000.
- 7.6 The extent of the change in the funding level reflects the degree to which the assets and liabilities are mismatched. Of course the mismatch also creates the potential for significant experience gains in a converse scenario. While I haven't undertaken the calculations, it would be reasonable to expect the gains in the converse scenario would be of a similar order of magnitude to the losses in the scenario shown.

### **Discontinuance position**

- 7.7 I noted in Section 3.8 the differences between the Minimum Funding Standard liability and the actual discontinuance liability. I estimate the additional liability on discontinuance would amount to €906,000. The discontinuance funding level is 67.3%.

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### Value of Ongoing Liabilities and Assets

- 7.8 The following table sets out a breakdown of the accrued liability at the valuation date on the economic basis and also the funding target. Both are compared with the value of Fund's assets.

	Economic Valuation	Funding Target
	€000's	€000s
<b>Accrued Liabilities</b>		
Members in service	57,396	49,844
Deferred pensioners	5,702	4,966
Pensioners	80,776	80,776
<b>All members</b>	<b>143,874</b>	<b>135,186</b>
<b>Market value of assets</b>	<b>90,876</b>	<b>90,876</b>
Unfunded liabilities	52,998	44,310
Funding level %	63%	67%

- 7.9 The Trustee's funding policy is to target an accumulated fund which is less than the economic liability in anticipation that the residual balance will be financed by future outperformance of the assets over the risk free rate of return.
- 7.10 As is evident from the foregoing, there is considerable scope for variability in the funding level and the contributions required to amortise any resulting deficit depending on the funding policy adopted. The difference identified above between the deficit resulting from the application of the economic and funding bases respectively provides an indication of the scope for variability associated with the use of different financial assumptions.

### Value at Risk Analysis

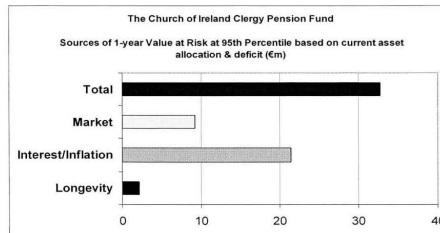
- 7.11 The VaR analysis we have undertaken suggests that, under the current investment policy, there is a 1 in 20 chance that the amount of unfunded liability (measured on the economic basis) will increase by €32.8 million or more in a single year – mainly as a result of changes in interest rates, the market value of assets and future longevity patterns. While the Representative Church Body and Trustee would most likely consider a number of alternatives to fund a change of this magnitude, on the basis of the method and assumptions employed in the economic valuation, such an outcome could result in an increase in the contribution rate of 19% of pensionable salaries. This analysis serves to demonstrate the extent of the external financial risk carried by the scheme.
- 7.12 Changes in future longevity patterns have also emerged as a material long term financial risk for Trustees although more difficult to measure and expected to be of a lower magnitude than the larger and more easily "managed" financial risks.
- 7.13 The chart below summaries the output from the VaR analysis. The total change of €32.8 million may be subdivided between changes in the market value of the

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fund €9.2 million (Market) and changes in the liabilities associated with interest rate movements €21.5 million (Liability).



- 7.14 The main point to note in the context of this analysis is that alternative investment strategies are available which would reduce the financial risks considerably. The Trustee needs to be satisfied that the level of risk currently taken is appropriate having regard to the circumstances of the scheme and, if not, to consider the scope to "de-risk" the investment strategy.
- 7.15 It should be noted that modeling was 'limited' to the risks mentioned above. Other non-hedgeable risks would remain, including exposure to Irish consumer price inflation and real salary increases, other demographic factors including withdrawal and ill-health retirement and options that members may have to retire early or exchange pension for cash.
- 7.16 As the Fund maintains two separate subsections for Republic of Ireland and Northern Ireland members, there is no additional currency risk in this regard.

### **Recommended Contribution Rates**

- 7.17 The general synod of the Church of Ireland 2010 passed changes to chapter XIV of the Constitution which impacts the contributions payable by the members and parishes. Changes to the payment and calculation of benefits have also been agreed.
- 7.18 In relation to contributions, the amount payable by the members and parishes will increase to 30% of pensionable Stipend with effect from 1 January 2011. This will further increase to 34% with effect from 1 January 2015.

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- 7.19 In addition to the above, the Representative Church Body has also agreed to contribute the following lump sum amounts:

Deficit Lump Sum Contributions	
	€000's
2010	6,200
2011	5,950
2012	5,700
2013	5,450
2014	5,200

- 7.20 The general synod also introduced a new definition – Pensionable Stipend. Pensionable Stipend will no longer be directly linked to Minimum Approved Stipend, but will instead be determined on an annual basis. As part of a Funding Proposal to be submitted to the Pensions Board, it was agreed at synod that increases in Pensionable Stipend and future discretionary pension increases would be a rate lower than inflation for the foreseeable future.
- 7.21 Based on the assumptions used for the Funding Target, I am satisfied that the contributions outlined above are sufficient to provide the benefits under the Fund.
- 7.22 However, under the Economic valuation assumptions, the proposed contributions would not have been sufficient. I estimate that in this situation additional contributions of 6% of Pensionable Stipend would be required.
- 7.23 Pensionable Stipend is defined in chapter XIV of the Constitution of the Church Of Ireland and summarised in Appendix B.
- 7.24 The contributions outlined above do not include an allowance for the cost of administrative expenses to be paid from the fund.
- 7.25 I recommend that the regular contributions, net of benefit outflows, are paid regularly throughout the year and in any event no less frequently than quarterly from an effective date of 30 September 2009. Lump sum contributions should be paid on or before 31 December for the years noted above.
- 7.26 Member contributions (including AVCs) are included in the above contributions. These contributions must be remitted to the Fund within 21 days of the end of the month in which they are deducted.

### **Continuing Discretionary Practices**

- 7.27 In view of the changes to Chapter XIV of the Constitution agreed at General Synod 2010, and the RCB's commitments to additional funding, I believe it is reasonable for the Trustee to maintain for the time being the established discretionary practices identified earlier. These may however need to be reviewed should the Fund's circumstances change materially.

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### ***Investment Risk***

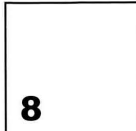
- 7.28 I recommend that the Trustee keep investment strategy under review. In my view consideration should be given to reducing investment risk should the circumstances so permit.



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### Reconciliation with Previous Valuation

#### Intervaluation Experience

8.1 The following table sets out key items of inter-valuation experience:

	Expected Outcome	Actual Outcome	Financial impact at 30/09/2009
Investment return	142,240	90,876	(51,365)
MAS growth	65,386	57,908	7,478
Pension increases	70,592	64,317	6,275

The figures in the above table are expressed in Euro terms and show a positive contribution from MAS and pension increases. This is primarily due to the favourable movement in exchange rates over the inter-valuation period. While increases in both MAS and pensions have been ahead of expectation over the period 2006 to 2009 (approximately 4.5% p.a.), the Fund has benefited in terms of a reduction in total liabilities due to a strengthening of the Euro against the Pound Sterling over this period. The exchange rate at the 2009 valuation date was €1 = Stg £0.92 compared to €1 = Stg = £0.67 in 2006. This has had the effect of reducing the Fund's liabilities when expressed in Euro terms.

#### Ongoing Funding Level

8.2 Jim Kehoe carried out the previous actuarial valuation at 30 September 2006.

The previous valuation results may be compared to those arising at the current exercise as follows:

	Current Valuation €000's	Previous Valuation €000's
Accrued Liabilities	135,186	144,463
Market value of assets	90,876	127,768
Deficit	44,310	16,695
Funding level %	67%	88%

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- 8.3 The principal reasons for the change in the deficit position between the two valuations are shown below with the appropriate financial impact at the current valuation date:

	Financial Impact at 30/09/2009
+ Employer contributions in excess of cost of accrual	4,899
+ Deaths	4,394
- Investment return lower than assumption	(51,365)
+ MAS growth lower than assumption	7,478
+ Change in assumptions	1,966

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Appendix A

### Data

#### Membership

A.1 The following is a reconciliation of the membership data as at the valuation date with membership figures at the previous valuation date:

	Active Members	Deferred Members	Pensioners
Number at previous valuation	488	81	479
Adjustment	-1		
New entrants	56		
Members leaving and taking deferred benefit	-21	21	
Members moving from deferreds to actives	10	-10	
Transfer Out		-1	
Retirements	-43	-5	48
New spouse in receipt of pension	-3		3
Death with no survivors	-1		-52
Actives past Normal retirement Age	-36		36
Number at current valuation	449	86	514

#### Net Asset Value

A.2 The net asset value employed in the ongoing valuation has been calculated as follows as at the valuation date:

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	€000s
Investments at market value	€90,876
Net current Assets	€0
Net Asset Value	€90,876

### **Realisable Value of Assets**

- A.3 In arriving at the realisable value of assets for the purposes of the Minimum Funding Standard test I have taken the net asset value identified above (which includes AVCs).

### **Consolidated Revenue Account**

- A.4 The consolidated revenue account in respect of the intervaluation period is as follows:

	€000s
<b>Revenue</b>	
Normal Contributions - Dioceses	7,559
Normal Contributions - RCB	3,626
Member Normal Contributions	2,382
Employee Additional Contributions	698
Transfers In	29
<b>Total Revenue</b>	<b>14,294</b>
<b>Expenditure</b>	
Pensions Paid	13,495
Pensions to surviving spouses and orphans	5,603
Lump sums on retirement	895
Lump sums on death in service	619
Transfers Out	11
Administration Expenses	411
<b>Total Expenditure</b>	<b>21,034</b>
Net Asset Value at previous valuation date	127,768
Net Cash Flow	(6,740)
Investment Return [net of investment management charges]	(30,152)
Net Asset Value at this valuation date	90,876

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### ***Other matters to note in relation to the assets***

- A.5 It is the general practice of the Trustee to accept transfer values into the Fund from other approved Funds at the request of individual members. The benefit provided to members who take transfer values into the Fund is credit for additional years of pensionable service. The additional liability has been taken into account in valuing the member's entitlement and the assets have been included in the valuation.
- A.6 The spouse's/dependant's pension is self insured under the trust.
- A.7 Members can enhance their benefits by making additional voluntary contributions to the Fund and purchasing additional years of Pensionable Service. These contributions are held under the same fund to the main body of assets. In the ongoing valuation we have included both assets and liabilities associated with additional voluntary contributions.

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Appendix B

### Benefit Summary

The Fund commenced on 1 January 1976 and is an Exempt Approved Fund under Part 30, Chapter 1 of the Taxes Consolidation Act 1997.

The benefits and contributions on which the valuation is based are summarised in broad terms below. A full description of the benefits provided is provided under Chapter XIV of the Constitution.

**Retirement Age:**

The normal retirement age for incumbents and curates is 65. For new entrants after 1 January 2009, normal retirement age is 67.

**Pension:**

On retirement at normal retirement age a member receives a pension calculated as 1/60th of Pensionable Stipend in force at that time, in respect of each year of service up to a maximum of 40 years.

**Commutation Option:**

A member, on retirement, can elect to receive a portion of his pension up to 25% as an equivalent lump sum equal to 9 times the amount of pension given up.

**Death in Retirement:**

On the death of a pensioner, a widow's pension of two-thirds of the member's full pension entitlement (before commutation) is payable, but the member's pension is paid for a minimum period of 5 years.  
Provision for additional pension payments in respect of dependent children and orphans are also included.

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### **Death in Service:**

On death in service a pension is payable to a member's widow equal to two-thirds of the pension payable to the member had he remained in service to normal retirement age but based on the rate of Pensionable Stipend at the date of death.

A lump sum is also payable of four times the rate of MAS at the date of death.

Provision for dependent children and orphans' benefits is included.

### **Early and Late Retirement:**

A member who has attained the age of 60 and completed two years' service may retire immediately and receive reduced retirement benefits. Members who have completed at least 40 years Pensionable Service (42 years for recent entrants) may receive an unreduced pension.

If a member is forced to retire as a result of ill health, he is entitled to receive 90% (and in certain cases, 100%) of the pension which derives from the service he has completed at his date of retirement based on the rate of Pensionable Stipend in force at that date.

A member who retires after normal retirement age receives an enhanced pension payable from actual date of retirement.

### **Withdrawal from Service:**

On ceasing to be a contributing member of the Fund, a member having completed two years of service will receive either his accrued pension accumulation in respect of service to date of leaving, or a transfer to another fund approved by the appropriate Revenue authority of an amount equal to the value of the pension accumulation. If he has completed less than two years service he will receive only a refund of his contributions (see below) to the fund with interest thereon at 3% per annum or with the Board's consent the accrued pension accumulation. In respect of contributions paid on or after 1st January 1976 the accrued pension accumulation shall be increased each year up to retirement by the same percentage as that applied to pensions in course of payment.

### **Increases in Pension:**

Pensions in the course of payment may be increased each year by inflation subject to an annual maximum of 5% subject to this not being greater than is acceptable to the relevant Revenue authority.

### **Special Provision for Bishops and Archbishops:**

Bishops and archbishops receive similar benefits to incumbents/curates but have a normal retirement age of 65, and are automatically credited with 40 years of service in respect of that portion of the pension relating to minimum approved stipend. Additional benefits are based on the bishop's (or archbishop's) actual stipend, being 1/18th of the additional stipend (over minimum approved stipend) up to a maximum of 12 years, for each year of Episcopal service.

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### **Contributions**

Following the 2010 General Synod of the Church of Ireland, contributions are payable as follows:

- A contribution of 30% of Pensionable Stipend from the members and the parishes.
- An individually calculated additional contribution is payable in respect of those members over age 35 on entry to the Fund. A fixed proportion of this special contribution is charged to the individual member concerned.
- Certain members now make Additional Personal Contributions to increase their pension entitlements up to the Revenue maxima.
- Some voluntary contributors to the pre-1976 Widows and Orphans (Church of Ireland) General Fund, providing additional reversionary pensions for their widows, elected to continue their contributions to the Clergy Pensions Fund.



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Appendix C

### **Minimum Funding Standard Assumptions**

#### ***Active and Deferred Members***

- C.1 The value placed on the liabilities in respect of active and deferred members is determined on the assumption that the Trustee will decide to discharge this liability by the payment of standard transfer values in respect of these members to an alternative pension arrangement. This value has been determined in accordance with the minimum transfer value basis prescribed by the Society of Actuaries in Ireland.

#### ***Pensioners***

- C.2 The value placed on the liability in respect of pensioners for the purpose of calculating whether the Fund meets the funding standard is the estimated cost of purchasing annuities from a life office.

#### ***Pension Increases***

- C.3 In assessing whether a Fund meets the funding standard, it is not necessary to include the cost of granting discretionary pension increases.

#### ***Expenses***

- C.4 I have assumed that the expenses of administering a wind up would amount to no more than €800,000.

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Appendix D

### Actuarial Funding Method – Ongoing Valuation

#### *Projected Unit Method*

- D.1 The recommended contribution rate under the projected unit method consists of two parts:
- 1) The **normal contribution** required to meet the cost of benefits accruing for service after the valuation date. This is calculated as the value of benefits expected to accrue to the membership in respect of one year's pensionable service based on projected Pensionable Stipend, divided by the present value of the total Pensionable Stipend over that year, plus
  - 2) The **contribution adjustment** required to remove (over the remaining working lifetime of the currently active membership) any imbalance between the assets of the Fund and the funding target.
- D.2 For a given set of actuarial assumptions, the normal contribution rate has the following characteristics:
- 1) if the membership profile remains stable in terms of age and sex, then the normal contribution rate (as a percentage of Pensionable Stipend) will remain broadly stable. The method therefore implicitly allows for the replacement of leavers with younger new entrants;
  - 2) if the supply of new entrants to the Fund ceases or declines, then the normal contribution rate will tend to rise at future valuations, as the average age of the active membership is likely to increase.

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Appendix E

### Actuarial Assumptions – Ongoing Valuation

#### *Discount Rate*

E.1 In arriving at an appropriate discount rate to determine the economic valuation of Fund liabilities I have used the gross redemption yield on a 30 year Eurozone Government Bond this being a proxy for the average duration of the Fund liabilities based on the approach described in paragraph 4.4. At the valuation date, the gross redemption yield on appropriate Euro and Sterling denominated Government Bonds was not significantly different and I am, therefore, satisfied that this is an appropriate assumption.

E.2 For funding purposes the discount rate includes an allowance for the outperformance of equity and property investments over the risk free rates. It is a matter of judgement and policy what this allowance should be but in our opinion, a reasonably prudent allowance could be that the out-performance of equities would average up to 3.0% p.a., while property could be expected to out-perform bonds up to 1.5% p.a.

Having regard to the foregoing and taking account of investment expenses, I have adopted a discount rate of 6.25% p.a. in the pre retirement period.

In respect of the post retirement period I have adopted a discount rate of 4.25% p.a. The post retirement discount rate is determined on the basis that the Trustee will, in due course, invest a greater portion of the Fund's investments in bonds as the Fund matures

#### *Price Inflation*

E.3 I have allowed for price inflation by taking account of the market expectation for both Eurozone and UK price inflation, and also economic forecasts of such inflation. Accordingly, I have assumed future inflation of 2.5% p.a.

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### ***Pension Increases***

- E.4 Pensions are increased annually in line with any minimum legislative requirements and further increases are currently provided on a discretionary basis in line with annual increases in inflation, capped at 5% in any one year. However, it is the intention of the Trustee to pay a lower level of pension increase into the future and accordingly, I have allowed for this discretionary practice to continue in the future by including projected increases at the rate of 1.5% p.a. (that is 1.0% p.a. below inflation).

### ***Pensionable Stipend Increases***

- E.5 The direct link between Minimum Approved Stipend and Pensionable Stipend has been broken. It is the intention of the Representative Church Body and the Trustee that increases in Pensionable Stipend should be less than inflation for the foreseeable future. Accordingly, I have assumed that increases in Pensionable Stipend will be 0% p.a. until 31 December 2011 and 1.5% thereafter.

### ***Demographic Assumptions – Ongoing Valuation***

- E.6 As well as the financial assumptions, it is necessary to make a number of assumptions regarding membership movements such as retirements, deaths and other matters. The most important demographic assumptions are discussed below.

### ***Early Retirement and Ill-Health Retirement***

- E.7 No allowance for early or ill health retirements has been made.

### ***Mortality***

- E.8 The number of members in the Fund is too small to analyse and produce any meaningful Fund specific estimates of future levels of mortality. Therefore I have relied on statistics generally available in relation to occupational pensioners and in the population at large in setting future post retirement mortality rates.
- E.9 Recent survey material produced in Ireland has indicated that pensioner mortality rates have declined substantially in recent years, with the rate of improvement outstripping long term norms and more significantly the rates provided for in actuarial valuations. The trend in this regard is consistent with that in evidence in the wider population in Ireland and indeed in other jurisdictions in the developed world.

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- E.10 As a result I consider it necessary to adopt mortality assumptions in this valuation which are considerably lighter than those used in the previous valuation. The standard tables I have adopted for this purpose are set out below.
- E.11 The acceleration in the rate of improvement in post retirement mortality rates in recent times and associated change in life expectation has resulted in a considerable increase in liabilities. Furthermore the trend in the rate of improvement in these in the future is a material financial risk. Notwithstanding the level of change incorporated in this valuation, there can be little doubt but that this assumption will need to be revisited again in the future if the prevailing high rate of improvement year on year persists.

LIFE TABLES EMPLOYED		Current Valuation	Last Valuation
Life Table			
Current Retirees	Male	85% PMA92 2015 with 1 year offset	PMA92 2010
	Female	85% PFA92 2015 with 1 year offset	PFA92 2010
Future Retirees	Male	85% PMA92 2030 with 1 year offset	PMA92 2025
	Female	85% PFA92 2030 with 1 year offset	PFA92 2025
Future Life Expectations at age 65			
Current Retirees	Male	21.6	19.0
	Female	24.7	22.0
Future Retirees	Male	22.7	20.2
	Female	25.8	23.2

### Withdrawals

- E.12 I have made no allowance for members leaving the Fund. In practice, leavers result in a reduction to the ongoing liability of the Fund, if withdrawal rates are heavier than expected.

### New Entrants

- E.13 I have made no specific allowance for new entrants.

### Commutation

- E.14 Members have been assumed to commute 25% of pension for a cash sum at retirement, as permitted under the rules of the Fund, subject to the maximum allowed by the Revenue Commissioners. The terms available under the Fund for exchanging pension for lump sum are such that the Fund's liabilities reduce if lump sum and reduced pension is taken by the member instead of unreduced pension. If the assumption is not borne out, this would place a strain on the Fund. The current commutation factors for males and females at retirement is 9:1.

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### ***Proportion Married and Age Difference***

- E.15 The Fund provides pensions to widows/widowers and also has the facility for pensions to be paid to dependants where there is no widow/widower. I have assumed that at the point of retirement, 90% of males and females will be married or will have a dependant to whom a pension would be payable. I have also assumed that wives are three years younger, on average than their husbands.

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Appendix F

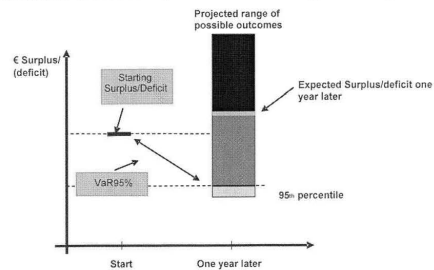
### Value at Risk Analysis

F.1 Value at Risk (VaR) is defined as a maximum potential loss over a specific time horizon and is typically expressed in monetary terms with a specific probability level. The VaR measure is clearly defined in terms of confidence levels and timeframes to generate a meaningful and insightful number. For example a 1 year VaR5% of €100 million implies the following three statements can be used interchangeably:

- At a 95% probability, the difference between the value of assets and accrued liabilities will decrease by at most €100m over the next year.
- At a 5% probability, the difference between the value of assets and accrued liabilities will decrease by at least €100m over the next year.
- €100m or more of loss is expected to occur 1 year in 20.

#### How does VaR translate in a pension plan context?

F.2 Loss is usually expressed relative to liabilities rather than in absolute terms (i.e., surplus loss rather than portfolio loss) over a time horizon that is typically 1 year. A 5% or 10% confidence is typically used for 1 year VaR as a representation of an extreme event that is plausible without being so unlikely as to be dismissed.



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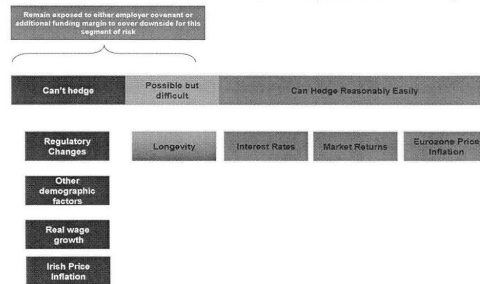
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F.3 VaR analysis is an attempt to quantify the extent of volatility in pension Fund risks that are readily hedgeable. The diagram below shows the key risks within a pension Fund and differentiates between hedgeable and non hedgeable risks.



Therefore, the VaR analysis concentrates on modeling the volatility in funding level as a result of changes in the following risks:

- Interest rate and Eurozone inflation.
- Changes in asset values.
- Longevity risk.

### Methodology

- F.4 The calculation assumes asset returns and liability growth rates are normally distributed. Therefore, it assumes symmetrical probability events for downside and upside scenarios. A disadvantage of this approach is that it understates the extreme events. However, it is a commonly used approach that is adequate to give a broad account of the risks inherent in the current investment strategy.
- F.5 Assets are modeled as per the current strategic allocation. Liabilities are modeled as a negative position in long term bonds of suitable type and duration. Assumptions for expected return, standard deviation and correlations between the asset classes are used to determine a confidence interval at the desired probability level.
- F.6 The allowance for longevity risk is subjective. We have assumed that longevity is uncorrelated with the asset classes and the allowance for longevity in the calculation of liability has a standard deviation of 5%.

### Sensitivities

- F.7 All else being equal, the following factors will cause an increase in VaR in descending order of severity:



## Church of Ireland Pensions Board – Report 2011

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- Low interest rate hedge ratio.
- High equity exposure.
- Low or zero correlation assumed between equity and fixed income over the short term.
- Decreased equity diversification.

**Low interest rate hedge ratio:** Hedge ratio is driven by how much of the portfolio is allocated to fixed income, duration of fixed income, the funded status, and duration of liability. In general the more interest rate risk of the liability is being hedged, the more risk reduction but the risk is reduced at a decreasing rate as hedge ratio increases.

**High equity exposure:** Interest rate risk can be hedged significantly by extending duration. But if the portfolio maintains high equity exposure, equity volatility will still be dominant. So the risk reduction by hedging will be mitigated by high equity exposure.

**Low or zero correlation assumed between equity and fixed income over the short term:** Assuming moderate level correlation between equity and fixed income means equity will move somewhat in tandem with fixed income/liability due to movement of interest rates (as liabilities are modeled as a negative holding of long bonds). Hence, equity can provide some level of hedging impact, and reduce the risk if correlation between equities and bonds is assumed to be high. Assuming low or zero correlations means equity allocation will increase the risk or VaR.

**Equity diversification:** In general diversification reduces the risk for a given level of return or increases the return for a given level of risk. The better diversification of the portfolio, the lower risk in general. But the impact is not as great as other factors mentioned above.

### Key inputs

- The latest market value of assets and liability as of same measurement date.
- Discount rate used to measure the liability.
- Liability duration.
- Asset allocation.
- Expected return, standard deviation and correlation of all asset classes.

## Church of Ireland Pensions Board – Report 2011

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### Key Assumptions

<b>Assets</b>	<b>Mean</b>	<b>Volatility</b>
<b>Liabilities</b>	3.40%	11.15%
<b>Liability Matching Bonds</b>	3.40%	11.15%
<b>Cash</b>	3.40%	0.31%
<b>Index-Linked gilts (AS)</b>	3.40%	7.30%
<b>Fixed Interest Gilts (&gt;5yrs)</b>	3.40%	9.80%
<b>Fixed Interest Gilts (&gt;10yrs)</b>	3.40%	12.10%
<b>Euro Corporate Bonds (AS)</b>	4.10%	6.00%
<b>Euro Corporate Bonds (&gt;10yrs)</b>	4.10%	11.81%
<b>Property</b>	5.60%	19.18%
<b>Commodities</b>	4.40%	21.00%
<b>Hedge Funds</b>	3.40%	0.33%
<b>Irish Equities</b>	7.30%	22.34%
<b>Eurozone Equities</b>	7.30%	19.71%
<b>Private Equity</b>	9.10%	31.40%
<b>Global Equities (hedged)</b>	7.30%	17.08%
<b>Small Cap</b>	8.50%	22.00%
<b>GTAA</b>	3.40%	0.33%
<b>Emerging Markets</b>	8.50%	23.46%

Correlation matrix

Asset	Liab	Can	Lat	UK	US	EU	Asia	Emer	Com	Int	Res	Equ	Hyb	Str	Inv	Prop	Art	Imp	Long
Asset																			
Can	1.0																		
Lat	0.1	1.0																	
UK	0.2	0.1	1.0																
US	0.3	0.2	0.1	1.0															
EU	0.4	0.3	0.2	0.1	1.0														
Asia	0.5	0.4	0.3	0.2	0.1	1.0													
Emer	0.6	0.5	0.4	0.3	0.2	0.1	1.0												
Com	0.7	0.6	0.5	0.4	0.3	0.2	0.1	1.0											
Int	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	1.0										
Res	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	1.0									
Equ	0.95	0.85	0.75	0.65	0.55	0.45	0.35	0.25	0.15	0.05	1.0								
Hyb	0.98	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	0.05	1.0							
Str	0.99	0.95	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	0.05	1.0						
Inv	0.995	0.98	0.95	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	0.05	1.0					
Prop	0.998	0.99	0.98	0.95	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	0.05	1.0				
Art	0.999	0.995	0.99	0.98	0.95	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	0.05	1.0			
Imp	0.9995	0.998	0.995	0.99	0.98	0.95	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	0.05	1.0		
Long	0.9998	0.999	0.998	0.995	0.99	0.98	0.95	0.9	0.8	0.7	0.6	0.5	0.4	0.3	0.2	0.1	0.05	1.0	

## Church of Ireland Pensions Board – Report 2011

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Appendix G

### Glossary

An explanation of the terms used in this report is set out below:

<i>Term used</i>	<i>Explanation</i>
<b>Accrued Benefit:</b>	Pension or other benefit that has accumulated to the member taking into account the service the member has completed up to the <b>valuation date</b> .
<b>Amortisation Rate:</b>	The contribution rate required to remove a deficit or surplus.
<b>Amortisation Period:</b>	The contribution rate required to remove a deficit or surplus. The period over which contributions are either increased or decreased to remove a deficit or surplus respectively is called the Amortisation Period.
<b>Certified Percentage:</b>	The percentage of the cost of revaluation from date of leaving to retirement, on pensions secured by service before 1991 that is covered by assets if the Fund wound up at the effective date of the last actuarial funding certificate. The percentage must reach 100% by 1st June 2012.
<b>Contribution Adjustment:</b>	Increase or decrease to the <b>normal contribution</b> rate to take into account any past service surplus or deficit.

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<i>Term used</i>	<i>Explanation</i>
<i>Deferred Annuity:</i>	An insurance policy taken out to provide income in the future to a member who has not yet retired. In the context of a Fund wind-up, a <i>deferred annuity</i> may replace <i>accrued benefits</i> to be provided to non-pensioner members of the Fund. The market in deferred annuities is extremely limited.
<i>Deferred Member:</i>	A former member who retains an entitlement to a benefit from the Fund.
<i>Funding Basis:</i>	The financial and demographic assumptions used to determine the value of the assets and liabilities of the Fund. The <i>funding basis</i> could be determined assuming the Fund is ongoing or to test the funding standard requirements.
<i>Funding Level:</i>	Under any particular set of actuarial assumptions, the ratio of the value of the accumulated assets at the valuation date to the value of the accrued benefits (the liabilities).
<i>Funding Objective:</i>	The long term goal for operating the finances of the Fund determined by the Trustee and the Employer.
<i>Funding Policy:</i>	A set of principles adopted by the Trustees to achieve their <i>funding objective(s)</i> .
<i>Minimum Funding Standard:</i>	The statutory minimum <i>funding level</i> set down by the Pensions Act 1990.
<i>Funding Target:</i>	The long term desired <i>funding level</i> set out in the <i>funding objective</i> .
<i>Future Service Benefits:</i>	Pension or other benefits that the member will earn under the Fund for service to be completed after the <i>valuation date</i> .
<i>Immediate Annuity:</i>	An insurance policy to provide income to a retired individual. In the context of a Fund wind-up, an <i>immediate annuity</i> may replace the benefits being provided under the Fund for a pensioner member.

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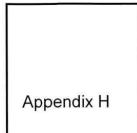
The Church of Ireland Clergy Pensions Fund

<i>Term used</i>	<i>Explanation</i>
<b>Market Yields:</b>	The return currently available on investments, typically government or corporate debt.
<b>Future Service contribution Rate:</b>	The Employer cost of providing <b>future service benefits</b> under the Fund in the absence of any surplus or deficit.
<b>Past Service Benefits:</b>	Pension or other benefit that has accumulated to the member taking into account the service the member has completed up to the <b>valuation date</b> .
<b>Real Return:</b>	The investment return measured relative to wage or price inflation e.g. if investment return is 6% per annum and price inflation is 2½% per annum, the <b>real return</b> relative to price inflation is 3½% per annum (6% less 2½%).
<b>Real Yield:</b>	The return available on an investment at any point in time measured relative to price inflation. A positive <b>real yield</b> implies the purchasing power of the asset will increase over time.
<b>Real Pensionable Stipend Increases:</b>	The rate of increase in the Minimum annual Stipend measured relative to price inflation.
<b>Risk Free Rate:</b>	The interest rate that can be obtained by investing in financial instruments with no default risk.
<b>Valuation Date:</b>	The date at which the calculations are effective for the purposes of this report.
<b>Value at Risk</b>	<b>Value at Risk</b> is a measure of the potential loss or change in funding level over a specific time horizon. It is typically expressed in monetary terms with a specific probability level.

## Church of Ireland Pensions Board – Report 2011

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September 2009**

The Church of Ireland Clergy Pensions Fund



### **Actuarial Funding Certificate**

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**MERCER**

 MARSH MERCER KROLL  
GUY CARPENTER OLIVER WYMAN

Mercer (Ireland) Limited  
Charlotte House  
Charlemont Street  
Dublin 2  
+353 1 6039700

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Church of Ireland Pensions Board – Report 2011

**APPENDIX B**

Standing Committee – Report 2011

# **STANDING COMMITTEE**

**REPORT OF PROCEEDINGS LAID BEFORE**

**THE GENERAL SYNOD AT ITS**

**ONE HUNDRED AND FORTY-FIRST ORDINARY SESSION 2011**

Standing Committee – Report 2011

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

**HONORARY SECRETARIES OF THE GENERAL SYNOD**

Ven Robin Bantry White, Moviddy Rectory, Aherla, Co Cork

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

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

Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone, BT71 5LL

**ASSISTANT SECRETARY** – Mrs Janet Maxwell

**SYNOD OFFICER** – Ms Jenny 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](mailto:synod@rcbdub.org)

Standing Committee – Report 2011

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Standing Committee – Report 2011

**1. SUMMARY**

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

- The Anglican Covenant
- Child Protection Officer (RI) Review
- Children's Ministry
- Ecumenical Canons

**2. NAMES AND ATTENDANCE 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 Robin Bantry White
5	Rev John McDowell
6	Mr Samuel Harper
4 †	Canon Lady Sheil
1 *	Mrs Ethne Harkness

**Elected Members**

**Diocese**

Armagh	3	Very Rev Patrick Rooke
	1	Rev Shane Forster
	2	Mr Leslie Johnston
		None available
Clogher	4	Rev Canon John Stewart
	4	Rev Brian Kerr
	6	Mr Walter Pringle
	6	Mr Glenn Moore

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Derry	5	Rev Patricia Storey
	5	Rev Robert Miller
	6	Mr Robert Pollock
	0	Mr Kenneth Witherow
Down	6	Ven Phillip Patterson
	4	Rev Simon Doogan
	6	Mrs Hilary McClay
	6	Mr Andrew Brannigan
Connor	3	Ven Stephen McBride
	6	Rev Stephen Fielding
	4	Mr Roy Totten
	6	Mr Peter Hamill
Kilmore	5	Very Rev Raymond Ferguson
	6	Rev Craig McCauley
	4	Mr David Gillespie
	6	Mrs Brigid Barrett
Tuam	3	◦ Rev Canon Denis Sandes
	6	Ven Gary Hastings
	6	Mr Denzil Auchmuty
		None available
Dublin	5	Very Rev Katharine Poulton
	6	Rev Gillian Wharton
	6	Dr Valerie Jones
	1	Mr Lyndon MacCann SC

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Meath	4	Very Rev Robert Jones
	2	Rev Lynda Peilow
	4	Mrs Joan Bruton
		None available
Cashel	6	Ven John Murray
	4	Rev Arthur Minion
	5	Mr Cecil Wellwood
	3	Mr Eric Driver
Cork	4	Very Rev Christopher Peters
	4	Rev Adrian Wilkinson
	5	Mr Wilfred Baker
	1	Mr Roy Buttimer
Limerick	4	Very Rev Maurice Sirr
	5	Rev Canon Stephen Neill
	6	Mr Adrian Hilliard
	4	Mr Edward Hardy

**Co-opted Members**

5	Rev Canon Patrick Comerford	6	Mr Andrew McNeile
5	Rev George Davison	3	Ven Richard Rountree
6	Rev Dr Maurice Elliott	4	Ms Catherine Turner
6	Rev Andrew Forster		

† Retired December 2010      \* Honorary Secretary March 2011

◦ Elected July 2010



Standing Committee – Report 2011

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 Wilfred Baker  
Rev Shane Forster  
The Honorary Secretaries

**LEGAL ADVISORY COMMITTEE**

The Hon Mr Justice Declan Budd	The Hon Mrs Justice Catherine McGuinness
His Honour Judge Tom Burgess	Mr William Prentice
The Rt Hon Sir Anthony Campbell	His Honour Judge Derek Rodgers
Mr Michael Davey	The Hon Mr Justice Ben Stephens
Mr Lyndon MacCann SC	Mr John Wilson QC
The Honorary Secretaries	

**PRIORITIES FUND COMMITTEE**

Capt Neville Barnes	Mrs Jane Leighton
Mrs Joan Bruton	Ven Stephen McBride
Rev George Davison	Mr Roy Totten
Mr Sam Harper	Rev Adrian Wilkinson

**BUDGET SUB-COMMITTEE**

Mr Wilfred Baker	Rev John McDowell
Mr Sam Harper	Mr Andrew McNeile
Mr Leslie Johnston	Mr Roy Totten

**WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE**

Rt Rev Michael Burrows	Rev Canon Patrick Harvey
Rev Olive Donohoe	Mr William Kingston
Ms Ruth Handy	Rev Jonathan Pierce
Rev Elizabeth Hanna	Mrs Alison Rooke
Most Rev Alan Harper	Mr Albert Smallwoods

Standing Committee – Report 2011

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

The Hon Mr Justice Declan Budd	Mr Lyndon MacCann SC
His Honour Judge Tom Burgess	The Hon Mrs Justice Catherine McGuinness
The Rt Hon Sir Anthony Campbell	Mr Ronald Robins SC
The Rt Hon Lord Justice Paul Girvan	The Hon Mr Justice Ben Stephens
Mr Patrick Good	Mr John Wilson QC

**3. ANGLICAN COVENANT**

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 (*Book of Reports 2010* 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 (*Book of Reports 2010* 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.

In November 2010, the Commission for Christian Unity and Dialogue recommended to the Standing Committee that the Anglican Covenant be presented to the General Synod 2011 as a simple motion.

The Standing Committee agreed that an opinion from the archbishops and bishops should be sought to advise whether the Anglican Covenant is consonant with the doctrines and formularies of the Church of Ireland.

In January 2011, the Standing Committee received a letter from the archbishops and bishops stating that they were “of the opinion that the Anglican Covenant is consonant with the doctrines and formularies of the Church of Ireland”. The archbishops and bishops also suggested that the term ‘subscribe’ rather than ‘adopt’ may be more suitable terminology for use in the proposed motion to the General Synod 2011 and the Standing Committee agreed.

In March 2011, the Anglican Covenant Working Group submitted a briefing paper (Appendix B on page 238) regarding the Anglican Covenant to the Standing Committee. The Standing Committee agreed that the briefing paper should be publicised on the website, sent to parishes and dioceses, included in the *Book of Reports 2011* and in the stipends mailing.

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**4. APPOINTMENTS**

<b>Committee etc</b>	<b>Name</b>
Annual Meeting of the Religious Society of Friends, Lisburn, April 2010	Very Rev John Bond
General Assembly of the Presbyterian Church, Belfast, June 2010	The Rt Rev Michael Jackson Mr Leslie Johnston
Conference of the Methodist Church, Belfast, June 2010	The Rt Rev Harold Miller Mrs Hilary McClay
General Synod of the Scottish Episcopal Church, Edinburgh, June 2010	Rev Dr Maurice Elliott
General Synod of the Church of England, York, July 2010	Ven Robin White
Meissen Commission Meeting, Wittenberg, Germany, September 2010	Rev Canon Dr Ian Ellis
General Synod of the Church of England, Westminster, November 2010	The Most Rev Alan Harper
Anglican Consultative Council Lay Representative	Mr Wilfred Baker
Association of Church of Ireland Press Ltd	Very Rev William Morton Rev John Auchmuty Dr Valerie Jones Mr Anthony Forbes Mr Geoffrey Perrin Mr David Pyle Mr Donald Kerr Mrs Vera Hamilton Mrs Sheila McCormick Mr Patrick Good Mr Dermot O'Callaghan Mr Albert Fenton
Four Nations' Faith and Order Consultation	The Rt Rev Michael Jackson Rev Niall Sloane
Four Nations' Faith and Order Reference Group	The Rt Rev Michael Jackson
Executive Committee of the Irish Council of Churches	Dr Kenneth Milne

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Irish Council of Churches	The Most Rev Richard Clarke The Rt Rev Alan Abernethy The Rt Rev Trevor Williams Rev Canon David Crooks Rev Canon Walter Lewis Rev Grace Clunie Rev John McDowell Rev Daniel Nuzum Rev Niall Sloane Rev Helene Steed Rev Obinna Ulogwara Ms Ruth Handy Mr Sam Harper Mrs Roberta McKelvey Dr Kenneth Milne Ms Uta Rabb Ms Catherine Turner Rev Canon Dr Ian Ellis
Irish Council of Churches Board of Overseas Affairs	Mr Colin Ferguson Dr Kenneth Milne
Irish Inter Church Meeting Church in Society Forum	Mrs Hilary McClay Dr Kenneth Milne Mr Trevor Morrow

**5. AUDIT OF ACCOUNTS**

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

**6. BETHANY HOME**

In September 2010, the Archbishop of Dublin read the following statement he had made on 15 September 2010 regarding Bethany Home:

It is a matter of grave concern and deep pain that in the first half of the last century Bethany Home, which was operated by an independent charity with a Protestant ethos, should have been inadequate to its task. As Archbishop of Dublin, I lament the fact that women and children suffered through the reported failures of the charity. My paramount concern is a pastoral one for those women and children who suffered through physical neglect or abuse of any kind. Whilst recognising the apparent poverty of the Bethany Home, the allegations of a lack of human kindness and compassion are deeply disturbing. As the largest church within the wider Protestant community, we recognise that many residents of the home would have

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been Church of Ireland members and that the Church of Ireland community engaged in public fundraising for the home. Furthermore, I acknowledge that some clergy and laity were involved in a personal capacity in the management of the Bethany Home. I am deeply concerned at the information revealed by recent research and the Church of Ireland has repeatedly petitioned the State to have the home brought under the remit of the Residential Institutions Redress Board.

The Standing Committee agreed that it wished to associate itself with this statement.

**7. BISHOPS' APPEAL ADVISORY COMMITTEE**

The World Development Bishops' Appeal Advisory Committee report is included in Appendix C on page 241.

**8. BOARD FOR SOCIAL THEOLOGY IN ACTION**

At the meeting of the Standing Committee in April 2010 the following were appointed as members of the new Board for Social Theology in Action:

Mr Andrew Brannigan	Mr Kenneth Gibson
Mrs Anne Brown	Rev Kenneth Hall
Dr Rory Corbett	Rev Victoria Lynch
Rev Adrian Dorrian	Mrs Hilary McClay

As per the terms of reference for the Board for Social Theology in Action the Rt Rev Michael Jackson was appointed to the Board by the archbishops and bishops and Mr Samuel Harper was appointed to the Board by the Honorary Secretaries. The Archbishop of Armagh, the Archbishop of Dublin and the chairperson of the General Purposes and Finance Committee of the Church of Ireland Board for Social Responsibility (NI) also are *ex-officio* members of the Board for Social Theology in Action.

The Board for Social Theology in Action report is included in Appendix D on page 248.

**9. CENTRAL COMMUNICATIONS BOARD**

A report from the Central Communications Board, which includes the work of the Broadcasting Committee and the Literature Committee is included as Appendix E on page 252.

#### **10. CHILD PROTECTION OFFICER RI 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 Child Protection Officer for the Republic of Ireland (CPO RI) was appointed in September 2007 on a three-year contract. In December 2009, the Chief Officer requested that the Head of Synod Services and Communications 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. The Child Protection Officer RI review is included as Appendix F on page 261.

In June 2010, the Standing Committee resolved that the role of Child Protection Officer RI be continued for a further three years subject to a review and recommends to the Representative Church Body Executive Committee that the post remains part-time on a three-year term. It further recommends that the role description of the post be amended following the conclusions of the report of the review of the post.

#### **11. CHILDREN'S MINISTRY**

The Children's Ministry Working Group presented a report (Appendix G on page 274) to the Standing Committee in November 2010. Following discussion the Standing Committee requested that the Children's Ministry Working Group enter discussions with the Church of Ireland Youth Department and bring forward proposals to the Standing Committee in January 2011. This process was successful and in January 2011, the Standing Committee passed the following resolution:

Standing Committee directs the Honorary Secretaries to set up a Children's Ministry Network. This Network will consist of one member nominated by the bishop of each diocese (or united diocese) and 3 additional co-opted members as chosen by the Network. The Boards of Education NI and RI would be asked to agree to nominate an *ex-officio* member to the Children's Ministry Network. The Church of Ireland Youth Officer will attend the Children's Ministry Network and the Network will nominate a member to attend board meetings of the Church of Ireland Youth Department (CIYD), both as observers.

One of the Honorary Secretaries will convene and chair the first meeting of the Network. At this first meeting the Network will appoint its own officers and working groups. The Network will report to Standing Committee twice per year at meetings directed by the Honorary Secretaries.

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The Network will have the following roles:

- to organise meetings of the Network on at least an annual basis;
- to make available to diocesan children's ministry representatives the most up-to-date information on relevant training and resources in order to support volunteers working in children's ministry;
- to investigate the provision of a support network for those employed in children's ministry;
- to engage in discussion with CIYD to develop a proposed joint Children's and Youth strategy with the long term aim of a common children's and youth department. To present this proposed strategy to Standing Committee for discussion at General Synod 2012.

The Standing Committee then sent letters to the 12 dioceses of the Church of Ireland requesting that either the bishop or commissary nominate a person to the new Children's Ministry Network. When all the responses have been received the Honorary Secretaries will organise the inaugural meeting of the Network.

### **12. CLERGY TIED HOUSING**

The Clergy Tied Housing Working Group reported to the Standing Committee in March 2010 that it has met on two occasions and is exploring various issues concerning the subject. *Inter alia*, these include tax issues, conformity of diocesan and parochial provision, experiences from other provinces and denominations and concerns relating to clergy mobility and retirement.

The Working Group intends to report to Standing Committee in March 2012 and take further advice and direction if required.

### **13. CODE OF DUTY AND CONDUCT FOR CLERGY**

In March 2011, the Code of Duty and Conduct for Clergy Working Group submitted an interim report to the Standing Committee. This interim report is included as Appendix H on page 278.

The Standing Committee agreed that the motion from the Code of Duty and Conduct for Clergy Working Group should be included in Appendix A on page 236. The Committee also agreed that the proposed Clergy Code of Duty and Conduct Committee should be given the power to co-opt members.

**14. COMPLAINTS AND DISCIPLINARY PROCEDURE**

The current complaints process was established when the General Synod 2008 passed legislation implementing a new Chapter VIII in the *Constitution of the Church of Ireland*. At the meeting of the Standing Committee in September 2010, it was agreed that in order to ensure an effective running of the process a review is required following the conclusion of the first case. Therefore the Honorary Secretaries will initiate a review of the complaints and disciplinary procedure that will be reported to the Standing Committee upon its completion.

Furthermore, the *Constitution of the Church of Ireland* Chapter VIII, Section 23 (e) requires that within one month of the end of each year the Complaints Committee shall submit to the Representative Church Body and the Standing Committee an income and expenditure account for the Complaints Committee for that year. The report was considered by the Standing Committee at its meeting in January 2011. The report is included as Appendix I on page 280.

**15. ECUMENICAL CANON**

In September 2010, the Standing Committee discussed a draft of the proposed enabling ecumenical Canon. The Standing Committee queried the definition of a Local Ecumenical Partnership. The Standing Committee requested that a meeting be held between the Bills Committee and the Legislation Committee for further discussion of the issue and requested that the item be placed on the January 2011 agenda for the Standing Committee.

A joint meeting of the Bills Committee and the Legislation Committee was held on 8 December 2010. Subsequently, a draft Bill for the proposed enabling ecumenical Canon was produced and agreed upon by members of the Committees. The Legislation Committee submitted the draft Bill to the Standing Committee for consideration and the Standing Committee agreed that the Bill should be brought to the General Synod in May 2011.

**16. GENERAL SYNOD 2012**

The Standing Committee agreed that the meeting of the General Synod 2012 be held in Christ Church Cathedral, Dublin on 10, 11 and 12 May.



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

In June 2010, the Standing Committee was informed by the Chairman of the Budget Sub-Committee, Mr Wilfred Baker, that a letter had been received from the Allocations Committee thanking the Standing Committee for the cuts in expenditure that it made for the 2010 budget. The letter also encouraged committees to make additional savings if possible during the remainder of the year.

Furthermore, Mr Baker informed the Standing Committee that committees were to be requested to reduce their budget requests for 2011 by 15% from the provisions that were allocated in 2010.

The Budget Sub-Committee met on 1 September 2010 and considered budget submissions from the various bodies concerning their projected expenditure for the year 2011.

At the September meeting of the Standing Committee Mr Baker conveyed the thanks of the Mr Denis Reardon on behalf of the Representative Church Body for the efforts that the committees had made to make further reductions in their budget proposals for 2011. Mr Baker informed the Standing Committee that the overall 2011 budget recommendation was 20.22% less than the 2010 allocation.

The Commission for Christian Unity and Dialogue proposed a number of changes to ecumenical annual contributions and the gift to the Irish School of Ecumenics Trust. These amendments were approved by the Standing Committee.

The Standing Committee noted the report of the Budget Sub-Committee and agreed that the recommendations be adopted and forwarded to the Representative Church Body Allocations Committee as amended.

**18. GENERAL SYNOD ROYALTIES FUND**

The Standing Committee approved the payment of €1,000 from the General Synod Royalties Fund towards the publication of *Churches dedicated to St Anne* by Duncan Scarlett.

The Standing Committee agreed to a special grant of €75,000 to the Allocations Committee to support expenditures in the areas of communications, education and publishing work requested in the budgetary process for 2011.

The Standing Committee approved a grant of €2,000 to the Church of Ireland College of Education for the digitization of an historic student's register of the Church of Ireland

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Training College 1884 – 1911 to mark the bi-centenary of the Kildare Place Society in 2011.

The Standing Committee agreed to a grant of €1,000 to the General Synod Board of Education to facilitate the distribution of APCK leaflets to schools.

The Standing Committee approved a grant of €1,000 to Canon David Crooks for the publication of *Clergy of Killaloe, Kilfenora, Clonfert and Kilmacduagh*.

The Standing Committee approved that monies be made available from the General Synod Royalties Fund to enable the re-print of 8,500 copies of the large print standard edition, at a cost of £7 per copy, and 3,000 of the large print presentation edition, at a cost of £11 per copy, of the *Irish Church Hymnal* (2000) by Oxford University Press.

### **19. GENERAL SYNOD REQUEST FOR EX-OFFICIO MEMBERSHIP**

In September 2010, the Honorary Secretaries informed the Standing Committee that they received a request from Mr David Millar regarding his proposal to bring a Bill to the General Synod in 2011 to ensure “*that the Dean of St Patrick’s Cathedral, Dublin, be made a Member of General Synod by virtue of the unique office he holds as Dean and Ordinary of the National Cathedral of the Church of Ireland*”. Mr Millar asked for assistance in drafting a Bill and therefore the matter was referred to the Legislation Committee.

The Legislation Committee met in September 2010 and following a discussion on the issue, stated that whereas it understood the reasoning behind such a proposal it would not be advisable to alter the constitutional triennial election procedures to cater for an anomalous situation. The Legislation Committee sent a letter outlining this opinion to Mr DBM Millar.

### **20. HARD GOSPEL IMPLEMENTATION GROUP**

The interim report of the Hard Gospel Implementation Group is included as Appendix J on page 281. In March 2011, on presentation of the report the Standing Committee requested that the Hard Gospel Implementation Group consider information from a range of organisations that deal with wider issues of sexuality from a Christian perspective. The Standing Committee agreed that the motion from the Hard Gospel Implementation Group should be included in Appendix A on page 236.

### **21. HISTORIOGRAPHER’S REPORT**

A report from the Church of Ireland Historiographer, Dr K Milne, is included as Appendix K on page 283.

**22. MEISSEN AGREEMENT**

A meeting of the Meissen Commission was held in Wittenberg, Germany from 16 to 19 September 2010 and was attended by Rev Canon Dr Ian Ellis as the Observer for the

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### Education

Building Blocks Children’s Ministry Conference – To assist in funding the annual conference ‘Building Blocks’, to support and train those involved in children’s ministry	1,000
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) – Second year	2,000
Girls’ Friendly Society World Ltd – Financial assistance for the GFS World Council, to be held in the King’s Hospital School, Dublin from 24 June to 3 July 2011	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) – Second year	5,000
Sunday School Society for Ireland – Financial assistance for the updating of the website, continuation of training events and attendance at functions with the Book Shop	1,300
<b>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</b>	
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) – Second year	17,428
C of I Youth Department – Financial assistance for the training of clergy and line managers, in best practice, in youth work management – (Stg€3,000)	3,486
Clogher Diocesan Council – Funding for a three year project called ‘The Wells Project Youth Ministry’ – (Stg€12,000 – First year : Stg€9,000 Second year : Stg€9,000 – Third year) – First year	13,942
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) – Second year	6,000
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) – Second year	17,428
Elemental (Diocesan Youth Initiative for Cashel and Ossory) – To assist with funding for the sustainability of diocesan youth work, in urban and rural areas across the southeast – (€10,000 – First year : €5,000 – Second year) – First year	10,000
Embrace Ballysillan (Connor) – Part-funding for a week long youth project, to enable Christian young people to serve their community and grow in faith – (Stg€2,000)	2,324
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) – Second year	3,486
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) – Second year	1,162
Meath and Kildare Diocesan Youth Council – To assist financially with a Pre-Post Confirmation programme – ‘Sowing the Seeds’	2,500
Parish of St Aidan, Belfast (Connor) – To develop a summer holiday club for primary school children, into a weekly ministry among them – (Stg€500)	581

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Parish of St Paul and St Barnabas, Belfast (Connor) – Funding for the provision of detached youth work and diversionary activities for young people in north Belfast – (Stg£10,000 per year for 3 years) – First year	11,618
St Augustine’s Church, Londonderry (Derry) – Financial support for ‘All Together Now’, a 4-stranded project that aims to integrate all ages into church life and to reach out to others outside the church doors and walls – (Stg£6,000)	6,971
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) – Third year	3,486
The Basement Youth Centre (Dromore) – Financial assistance for the provision of equipment for a Media Club for the youth club in St Mary’s Parish, Newry – (Stg£2,000)	2,324
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) – Third year	4,647
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) – Third year	17,428
Xpression (Armagh) – To assist with the ongoing development of the Xpression cross community outreach initiative – (Stg£1,500)	1,743
<b>Sub-total</b>	<b>€138,854</b>
<b>Community</b>	
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) – Third year	11,618
The Kilbroney Centre, Rostrevor (Dromore) – Funding for the development and extension of the centre, in order that it may offer high quality accommodation and reconciliation programmes – (Stg£25,000 per year for 3 years) – First year	29,046
The Open Hands Centre at St Luke’s Parish (Connor) – To assist financially with the creation of a Peace and Reconciliation Centre, in the unused church building of St Luke’s, Northumberland Street, Belfast – (Stg£35,000 – First year : Stg£20,000 – Second year : Stg£20,000 – Third year) – First year	40,665
<b>Sub-total</b>	<b>€81,329</b>
<b>Areas of Need</b>	
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) – Second year	5,809
Connor – Kilmakee Parish – Financial assistance for equipping a new multi-purpose building, geared towards outreach to the community – (Stg£6,000)	6,971

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Derry – Bovevagh Parish – Financial assistance for an outreach and fellowship centre, for the church and local community, in a very deprived area – (Stg£2,000)	2,324
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) – Second year	10,457
Elphin – St John’s Cathedral, Sligo – Funding for the restoration of St John’s Hall, necessitated by changes in population and the needs of ministry	2,000
Glendalough – Timolin Parish – Financial assistance for the restoration of the derelict coach house, for use by parish and community and necessitated by changes in population	2,000
Kilmore – Bailieborough Parish – To assist with funding for the extension of the hall, to facilitate expanding youth work	2,000
Limerick – Limerick City Parish – Funding to enable the development of the cathedral programme of children’s ministry, pastoral care and counselling, for members of the wider community	7,500

**Sub-total** **€39,061**

#### 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) – Second year	8,714
Church of the Good Shepherd, Monkstown (Connor) – Financial assistance for parochial development in Monkstown Estate, necessitated by the needs of effective ministry to the wider community and the growth of Kids Club – (Stg£15,000 – First year : Stg£10,000 – Second year) – First year	17,428
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) – Second year	23,237
C R E E D (Communities Regenerated Enabled Enriched and Developed) – Final year of funding to enable parishes to benefit from CREED’s expertise, in co-ordination and utilisation of resources – (Stg£10,000)	11,618
Holy Trinity Parish, Portrush (Connor) – Financial assistance to enable this parish achieve its vision for community outreach – (Stg£10,000)	11,618
Knocknagoney Parish (Down) – Funding to enable the further development of creative ministry and outreach, to a disadvantaged community – (Stg£7,000 per year for 2 years) – First year	8,133
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) – Second year	8,714
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) – Third year	16,266

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Parish of Coleraine, St Andrew's (Connor) – Financial assistance to develop a more strategic outreach ministry to those in need in our community, through the work of Restored Ministries, the Thrift Shop, Meals on Wheels and Care in the Community projects – (Stg£5,000)	5,809
Parish of Rathmines with Harold's Cross (Dublin) – Initial funding for the start-up costs involved in this new parish outreach project	10,000
Parish of St Mary Magdalene, Belfast (Connor) – Funding to develop the lunch-time ministry, among the elderly of the parish – (Stg£400)	465
St Columba's Community Association (Connor) – Funding to re-establish a church presence in Whiterock Parish, to connect with the unchurched and create a self-sustaining congregation in a new community building – (Stg£50,000 – First year : Stg£8,000 – Second year : Stg£6,000 – Third year) – First year	58,092
St Dorothea's Church, Gilnahirk (Down) – Financial assistance to develop a project for re-engaging with the local community – (Stg£2,500)	2,905
The Dock, Titanic Quarter, Belfast (Down & Dromore) – Funding for the research, production and distribution of a formal business plan, for 'The Dock' outreach initiative in the Titanic Quarter – (Stg£4,000)	4,647
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) – Second year	8,714
<b>Sub-total</b>	<b>€196,360</b>
<b>Innovative Ministry in a Rural Context</b>	
Armagh Diocesan Council – To provide for a diocesan outreach to rural areas, reconnecting with young people who are involved in loyalist band and other rural organisations – (Stg£25,000 – First year : Stg£20,000 – Second year : Stg£20,000 – Third year) – First year	29,046
Clogher Diocesan Council – Funding for a diocesan music festival service, with vocal and singing workshops – (Stg£1,000)	1,162
Kilcooley Community Group Ltd (Cashel) – To assist financially with the continuation of a rural project for the benefit of the local community, facilitating residential and day activities, primarily for youth and young adults	15,000
<b>Sub-total</b>	<b>€45,208</b>
<b>Total Allocated</b>	<b>€29,584</b>

Sterling grants have been converted to Euro using the 2010 end of year rate of 0.8607.

- (b) Accounts for the year ended 31 December 2010 are included as Appendix N on page 290. Contributions to the Fund do not close until the end of February. The amount actually received by 28 February 2011 was €54,180.

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- (c) Following a recommendation from the Priorities Fund Committee, the Standing Committee, in March 2011, agreed that diocesan targets for contributions to the 2012 Fund should not be increased and should remain at their current levels.

**25. PROGRAMME FOR COHESION, SHARING AND INTEGRATION**

In September 2010, the Standing Committee appointed a working group to produce a response for the Church of Ireland to the consultation on the Programme for Cohesion, Sharing and Integration that was launched by the First Minister Rt Hon Peter Robinson MLA and Deputy First Minister Martin McGuinness MP MLA. This response was approved by the Archbishops and the Honorary Secretaries as the deadline for receipt of responses was 29 October 2010. The response was made available to members of Standing Committee on the subsequent agenda of that meeting. The response is included as Appendix O on page 292.

**26. PROVINCIAL MEDIATION PANELS AND SEVERANCE FUND REVIEW**

In 2001, the General Synod passed legislation relating to the creation of Provincial Mediation Panels for the assistance of bishops in the resolution of conflict within dioceses and to make further provision in relation to mediation and related matters.

Subsequently, in 2003, the General Synod also passed legislation to make provision for the establishment of a Severance Fund for clergy, to be raised within each diocese, to deal with situations of irretrievable pastoral breakdown.

This legislation has never been resorted to since its inception and at its meeting in September 2010, the Standing Committee agreed that it is desirable that a review of the legislation and the situations it was intended to address be undertaken to inform the Standing Committee of a way forward to meet issues of this kind more effectively.

Following a request from the Standing Committee, the Honorary Secretaries initiated a review of the Provincial Mediation Panels and the Severance Fund that will be reported to the Standing Committee upon its completion.

**27. REVIEW OF COMMITTEES**

In April 2010, the Standing Committee discussed a proposal submitted by the Archbishop of Armagh, entitled *Purposeful Re-organisation, the Boards, Commissions and Committees of the General Synod* (Appendix P on page 309). Some of the ideas raised have subsequently been used to inform Standing Committee's approach to proposals regarding the development of children's ministry, for example. More broadly, the ongoing request from the Representative Church Body to curtail costs led to the



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Committee's attention being refocused in the autumn of 2010 on the work of the Budget Sub-Committee. However, the Standing Committee indicated its long-term intention to give further consideration to the Primate's document.

### **28. SPEAKING RIGHTS AT GENERAL SYNOD FOR ECUMENICAL GUESTS**

In September 2009, the Standing Committee agreed that ecumenical guests attending the General Synod should be afforded speaking rights to enable them to participate in debates.

The Standing Orders Committee met on 8 September 2010 and agreed to formulate a motion to amend Standing Order 21 to enable ecumenical visitors at the General Synod to participate in the discussion of reports and motions. The Standing Orders Committee agreed that ecumenical guests should be precluded from debating Bills. In September 2010, the Standing Committee requested that this motion be brought to the General Synod in May 2011.

### **29. STIPENDS REVIEW**

As indicated in the Representative Church Body (RCB) report to the General Synod 2010 a review was undertaken of the timing of the process involved in arriving at and approval of the annual rates of the Minimum Approved Stipend (MAS) (*Book of Reports 2010* page 28). A proposal prepared by the RB Stipends Committee that was approved by the RB Executive Committee and the RCB in September 2010 was submitted to the Standing Committee meeting in November 2010 for consideration. This proposal is included as Appendix Q on page 314.

The proposal requested that the Standing Committee bring legislation to the General Synod in May 2011 to amend Section 51 (1) of the *Constitution of the Church of Ireland*, to enable the Standing Committee to determine MAS levels on behalf of the General Synod to ensure that the delay between the decision on MAS levels and the date of implementation would be significantly reduced in future. The proposal also required the Standing Committee meetings in September, traditionally held in the morning, to now be held in the afternoon to facilitate the new process. The Standing Committee approved the recommendations and a Bill was submitted for the ordinary session of the General Synod 2011.

Furthermore, at the meeting of the RCB Executive Committee in February 2011 it was agreed to recommend to the Representative Church Body (RCB) and the Standing Committee that legislation be brought to General Synod in 2011 to amend the approval process for Pensionable Stipend. The amendment is to be presented in a manner similar to the proposed changes to the approval process for Minimum Approved Stipends as agreed by the RCB in September 2010 and the Standing Committee in November 2010.

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In March 2011, the Standing Committee agreed to submit the relevant legislation to the ordinary session of the General Synod 2011.

**30. WORKING GROUP ON DISABILITY**

A report from the Working Group on Disability is included as Appendix R on page 315.

**31. OBITUARY**

The following member died since the last session:

Mr Jack Stuart

**APPENDIX A**

**RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD**

**1. ANGLICAN COVENANT**

Seeing that the Anglican Covenant is consonant with the doctrines and formularies of the Church of Ireland, the General Synod hereby subscribes the Covenant.

**2. CODE OF DUTY AND CONDUCT FOR CLERGY**

That the General Synod appoints the following to the Clergy Code of Duty and Conduct Committee to produce a Clergy Code of Duty and Conduct and make a report to the General Synod in 2012, with an interim report to the Standing Committee in January 2012 and that the Committee be afforded the power to co-opt members:

The Rt Rev Paul Colton  
Rev Stephen Farrell  
Rev Maria Jansson  
Mrs Ethne Harkness  
Ven Stephen McBride

Rev Terence Dunlop - Consultant

**3. HARD GOSPEL IMPLEMENTATION GROUP**

- (a) That the Standing Committee appoint the following to the Hard Gospel Implementation Group for the period June 2011 – May 2013

Rev Andrew Forster  
Mrs Ethne Harkness  
Mr Geoffrey Perrin  
The Rt Rev Trevor Williams (Chair)

- (b)
- (i) That the Hard Gospel Implementation Group continue its work until the final day of the ordinary session of the General Synod in 2013, reporting its progress regularly to the Standing Committee.
  - (ii) That the Hard Gospel Implementation Group adopts the following objectives for the next two years:

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- (a) The Group shall strive to raise awareness of issues relating to gender imbalance among parishes, dioceses and central church bodies both in terms of membership of those bodies and in the outputs of the work they undertake, with a view to increasing the participation of women in such groups.
  - (b) The Group will work with the Church of Ireland Youth Department and the youth ministry structures of the Church in the dioceses and parishes to increase the participation of younger people in the governance and outreach structures of the Church, including engagement with the work of the General Synod.
  - (c) The Group will consider the materials presented by Changing Attitudes Ireland, which has requested that the Church provides an information pack on pastoral issues affecting gay and lesbian Christians, and will return suggestions to the Standing Committee.
- (iii) That members of General Synod commit themselves to encourage parish, diocesan and central bodies on which they serve to seek actively the inclusion of greater numbers of young adults and women in their membership and programme of work.

**APPENDIX B**

**Resolution regarding the Anglican Covenant – some explanatory thoughts from the working group set up by the Standing Committee to consider the issue, approved by the Standing Committee on 8 March 2011.**

For many years the ‘glue’ which held together the autonomous and mostly national churches of the Anglican Communion was, over and above the bonds of affection which derive from a common history and a shared approach to worship and theology, four acknowledged Instruments of Communion. These have been, in the order in which they have emerged over time, the archbishop of Canterbury as ‘primus inter pares’ among the bishops, the Lambeth Conference of Bishops, the Anglican Consultative Council on which each province is represented and which includes lay people and priests as well as bishops, and – more recently – the Primates’ meeting. Of late, however, some have been questioning the adequacy of these arrangements in the rapidly changing circumstances of to-day.

Undoubtedly there have been contentious events within Anglicanism which have raised questions about the extent to which individual provinces in their own cultural settings

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Rather, should the synod pass this motion, the Church of Ireland would be saying that in the context of its own clear and unchanged self-understanding, the covenant provides a means, not of altering the character of the Church of Ireland, but of regulating our external relationships with other churches in a manner which we freely acknowledge to have value and from which we indeed have the capacity to withdraw should external circumstances change. The covenant does not lock us into an arrangement that undermines our autonomy, but passing the motion before the synod does display our willingness to display generosity and faithfulness and our acknowledgement that in making major or innovative decisions no Anglican province can simply walk alone. It will be the role of the General Synod in the future to assess the extent to which the covenant has borne fruit in terms of the purposes for which it was gestated.

It should be noted that the Preamble and Declaration of 1870, written when the then United Church of England and Ireland was being sundered by action of the legislature, committed the Church of Ireland in the future to retain communion particularly with the sister Church of England. We therefore have already in our own formularies a commitment to an external relationship and of course such a commitment has practical consequences if the relationship is to be sustained and cherished. It is interesting to note how for 140 years now the relationship of communion with the Church of England has been utterly unquestioned here and has been, some might say, one of the shoots which led Anglicanism from being a largely English experience to being a truly global and multi-cultural one. And, interestingly enough, in the evolution of events since, there was no widespread challenging of the Irish decision of 1990 to allow for the ordination of women to the episcopate, notwithstanding our commitment to maintain communion with another church where such a decision has not yet been finally made. This historical precedent might suggest, to those who fear the effects of the covenant could be the over-constraining of individual provinces from doing what they believe to be right, that where there is mutual attentiveness and respect, differing decisions on a major matter do not always inevitably lead to impaired communion.

We are asked to subscribe the covenant as it has been set before us. Such a document is not the equivalent of Holy Scripture and it is almost bound over the years to need improvement and indeed amendment. A procedure for such amendment has been articulated within the covenant. We would anticipate that in the context of that procedure the possibility of an amendment being imposed on a church such as our own without consent would be very low indeed. Were such an unlikely eventuality to occur, we could of course exercise our option to review our relationship with the covenant.

People around the world will contend, from various perspectives, that the covenant is from their point of view problematical. Some will say it is too little and too late in terms of maintaining the unity of the communion. Others will say its inner agenda is the disciplining of particular provinces and that its capacity to survive the test of time, after present controversies have passed, is at best limited. As a church which has always championed balance and lived with a considerable measure of diversity, perhaps the Church of Ireland would wish to give the covenant process a fair chance, to demonstrate real commitment to it, to avoid elevating it into a formulary of our own but to acknowledge the virtue of how it strives to bring home to people what are often the huge

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relational consequences of their actions? At a moment like this the famous words of the revisers of our own post-Disestablishment Prayer Book in 1878 seem always to inspire – *Let (us).., on the one side and on the other, consider that... judgements of perfection are very various and that what is imperfect, with peace, is often better than what is otherwise more excellent, without it.* The resolution offered to the synod concerning the covenant is presented very much in that spirit, conscious too that the attitude of the Church of Ireland to the covenant, given our long history and capacity to live with significant diversity on many levels, will send out an important signal to the rest of the Anglican family

**APPENDIX C**

**WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE  
REPORT 2011**

**MEMBERSHIP**

The Rt Rev Michael Burrows (Chair)	Rev Canon Patrick Harvey
Rev Olive Donohoe	Mr William Kingston (Honorary Treasurer)
Rev Elizabeth Hanna	Rev Jonathan Pierce
Ms Ruth Handy (Honorary Secretary)	Ms Alison Rooke
The Most Rev Alan Harper	Mr Thomas Smallwoods

- Bishops' Appeal income in 2010 was €715,162 and £255,886 as against €400,288 and £100,809 in 2009.
- Collections received in response to emergencies formed a significant element of Bishops' Appeal income in 2010.
- The 2010 Water of Life Project garnered wide support and had profound effects in the communities it assisted.
- 2011 marks the 40<sup>th</sup> anniversary of Bishops' Appeal, an occasion for review and, perhaps, reorientation of the work of the Appeal.
- The crisis in the Irish economy has brought substantial cuts in Irish Government overseas aid meaning the response of church members is ever more important.

**FORTY YEARS**

Forty is a significant number in Scripture: occurrences of it may help us reflect on how we might best respond to the Biblical mandate to act justly, to love mercy and to walk humbly with God.

“Forty years long was I grieved with this generation, and said, It is a people that do err in their heart, and they have not known my ways”: the words of Psalm 95, sung in churches for generations as the canticle ‘Venite’, introduce an appropriately penitent tone. As a church, we have not managed a sustained and growing response to the needs of the world’s poor. A review of previous General Synod Books of Reports shows a continuing pattern of rises and falls in the level of support for Bishops’ Appeal. When confronted by the media with situations of disaster, churches respond; but when the television coverage ceases, or never occurs in the first place, giving declines, or never happens. In 2010, the flooding in Pakistan brought demands from within the Church of Ireland for an emergency response, yet the critical situation in Niger, where poverty is at its most extreme, was virtually ignored within church circles. The aggregate of human need and suffering in our world does not change from year to year, yet many church members seem to persist in the erroneous belief that when there



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are no shocking images carried by the media, then the need for a generous giving does not exist. Our failure to educate our Church concerning the Scriptural requirements to respond to the poor points to a lack of knowledge of God's ways; a lack that needs to be constantly addressed.

“And he was there in the wilderness forty days”, says Saint Mark of Jesus' preparation for his ministry. The forty days were a time of reflection, a time of discerning what it was that God wanted. The forty years of Bishops' Appeal's existence have brought many occasions of reflection and attempts to discern God's way. Understandings of the nature of effective aid and the best use of resources have changed significantly since 1971, never having large sums of money at their disposal, successive Bishops' Appeal committees have had to be careful in their stewardship of money, seeking to maximize the impact of what has been received through a careful and considered making of grants.

In Scripture, forty years can be an occasion of seizing, but also of missing, opportunities. Moses intervenes to defend an Israelite when he is forty years old, supposing this to be the first step in God's plan to liberate his people, yet the people do not understand. Forty years pass before Moses encounters God in the burning bush and God sends him to lead his people out of Egypt.

Whether the 40<sup>th</sup> anniversary of Bishops' Appeal represents an opportunity missed or grasped will be determined by the whole Church of Ireland and not by a small committee. The Scriptural teaching on justice is clear and unambiguous.

### A REORIENTATION?

Bishops' Appeal is operating in a context of increasing fragmentation of both the church and the aid sector. It continues to garner high levels of support where a sense of strong Church of Ireland identity is evident within local church communities but has diminishing appeal where parochial and diocesan identity is not nearly as significant a factor.

Given a situation of flat levels of income, a review of our situation might suggest three possible courses of action:

- (i) to reinvent the Appeal as an enabling and co-ordinating body to tap into the massive potential that exists in establishing partnerships between parishes/dioceses and overseas partners;
- (ii) to continue as at present, on an *ad hoc* and 'make do' basis, where requests to the Appeal far outstrip the available funds and where there is too often a sense that those who have come seeking have been sent away empty-handed;
- (iii) to use the 40th anniversary as an opportune moment to enable dioceses and parishes to determine their own response to Gospel demands for justice and righteousness.

The 2010 Water of Life Project demonstrated the potential of a national project focused on a particular theme. The project, supporting the Leprosy Mission, Fields of Life and SAFE, raised funds for water filters for individual families, well drilling rigs in Uganda, and a reservoir to supply water to an entire community in Afghanistan. Its simplicity and directness

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commended it to many people who supported it. It is those qualities that are the strongpoints of partnerships that already exist between groups in Ireland and overseas partners.

Diocesan projects, such as that of Clogher Diocese in its partnership with Kaduna and Meath and Kildare's support of work in Malawi and South Africa, demonstrate that there is a potential for building significant levels of support in local communities. Such partnerships have a number of merits including creating a sense of ownership, being transparent in their stewardship, and having a significant educative function.

Where the capacity exists partnerships between groups of parishes, or individual parishes, can bring benefits to both home and overseas partners in the projects. There are numerous anecdotal examples of parishes raising substantial funds for their particular project; sums running well into five figures are not uncommon. Such partnerships bring not only material benefits for the overseas partner but energize and encourage people at home.

A reorientation of the Appeal would provide an opportunity for the role of Education Adviser to the Bishops' Appeal to be redefined as that of a projects co-ordinator whose task would be to identify, help establish, and resource partnerships. A rejuvenated Bishops' Appeal would create the possibility of a significant biblical response to the poor and spiritual blessing within our dioceses.

### **PERSONNEL**

Mr Martin O'Connor retired as part-time Education Adviser to the Bishops' Appeal Committee at the end of January 2011. The Committee would wish to record our sincere thanks to him for the seven years of intensely committed service he gave to the work of the Appeal. Always well informed and conversant with issues, Mr O'Connor had a passion for justice for the poor and a desire for righteousness in international affairs. He readily took on duties well beyond his job description and worked hours far exceeding those for which he was contracted.

We hope by the time of General Synod to have engaged someone to fulfil the role played by Mr O'Connor, albeit a role that may be differently nuanced.

Noting that the 2010 all-Ireland income exceeded €1 million, it must be emphasized, that with the exception of the single part-time post, Bishops' Appeal relies entirely upon volunteers. There would be no Appeal without the diocesan representatives and those who at parish level ensure the distribution of leaflets and envelopes and the return of monies collected. Only when one sees how such work enables the transformation of lives overseas can it sometimes be appreciated how important is each of those envelopes.

### **HARMAN SCHOLAR**

Following the death of the Very Rev Desmond Harman in December 2007, the Bishops' Appeal Committee resolved to establish a scholarship in his memory. Dean Harman gave invaluable service to the Appeal during his years as a member of the Committee, ensuring efficiency, good stewardship and focused and precise use of funds. Negotiations have been taking place with CMS Ireland and Gurteen Agricultural College with a view to creating a

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place for an annual Harman scholar who would be identified by CMS Ireland and who would have a tailored programme of study.

#### **CONTRIBUTIONS TO BISHOPS' APPEAL**

A desire for transparent fundraising processes, to ensure Bishops' Appeal complies with legislation, prompted a request to parishes that collections for the Appeal be sent directly to Church of Ireland House. A clear paper trail, from donor to the intended recipient, is important and the existing system, whereby funds are lodged to diocesan accounts before being forwarded to Bishops' Appeal at a later date, lacked clarity. Funds received from parishes will still be credited to diocesan totals as has always been the case.

#### **TAX EFFICIENT GIVING**

Bishops' Appeal continues to welcome tax efficient giving; the amounts received have become important in times of reduced income. Taxpayers are reminded that tax-efficient schemes are available in both parts of Ireland whereby donations to Bishops' Appeal can be enhanced at no extra cost to the donor. In the Republic the scheme applies to taxpayers making a donation of €250 or more in the tax year. Taxpayers in Northern Ireland can avail of the Gift Aid scheme. Details of both schemes are available from the Representative Church Body office in Church House, Dublin and Church of Ireland House, Belfast.

#### **THANKS**

The Committee renews its annual word of thanks to the staff in Church of Ireland House. Once again we express our particular gratitude to Ms Doreen Smyth and Mr Adrian Clements, for their ever attentive, patient and polite assistance in the financial management of the Bishops' Appeal funds.

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**BISHOPS' APPEAL ACCOUNT 2010**  
**FUND ACCOUNT**

	Year ended 31 December	
	2010	2009
	€	€
<b>INCOMING RESOURCES</b>		
Contributions	996,763	498,560
Deposit Interest	3,440	1,954
Sterling translation gain	1,332	4,705
Tax refunds	12,259	11,214
	<u>1,013,794</u>	<u>516,433</u>
<b>RESOURCES EXPENDED</b>		
Grants	907,637	513,998
Printing and stationery	11,968	13,233
Administration & Personnel costs	30,821	25,434
	<u>950,426</u>	<u>552,665</u>
Surplus/(Deficit) for year	63,368	(36,232)
Balance at 1 January	93,176	129,408
Balance at 31 December	<u>156,544</u>	<u>93,176</u>

**EMPLOYMENT OF FUNDS**

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**BISHOPS' APPEAL CONTRIBUTIONS**

	2010		2009	
	Stg£	€	Stg£	€
ARMAGH	62,662	6,922	17,593	3,515
CLOGHER	42,152	6,039	13,660	1,800
CONNOR	25,491	100	10,219	-
DERRY & RAPHOE	64,665	37,570	23,695	14,023
DOWN & DROMORE	39,432	-	18,724	-
DOWN DROMORE & CONNOR	-	-	-	-
KILMORE	1,797	12,124	-	6,785
ELPHIN	-	17,508	-	6,376
CASHEL & OSSORY	-	66,641	-	57,934
FERNS	150	35,727	-	21,492
CORK	-	55,052	-	55,744
DUBLIN	20	300,350	-	154,967
LIMERICK	-	46,290	-	11,290
MEATH & KILDARE	-	49,878	-	29,842
TUAM	-	13,415	-	11,666
INDIVIDUALS (INCL. LEGACIES)	7,957	64,924	7,707	19,649
OTHER	<u>305</u>	-	<u>300</u>	-
TOTALS	<u>244,631</u>	<u>712,540</u>	<u>91,898</u>	<u>395,083</u>

TOTALS IN EURO	<u>996,763</u>	<u>498,560</u>
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**BISHOPS' APPEAL GRANTS PAID**

TYPE OF DEVELOPMENT	2010	2009
	€	€
Disaster Relief	414,294	86,995
Health & Medical	109,161	198,567
Education/Communications	64,523	140,423
Rural Development	<u>319,659</u>	<u>88,013</u>
Totals	<u>907,637</u>	<u>513,998</u>

DEVELOPMENT AGENCY	2010	2009
Christian Aid	413,649	71,718
CMSI	14,523	39,775
Feed the Minds	-	15,721
Tearfund	56,930	32,849
Others	<u>422,535</u>	<u>353,935</u>
Totals	<u>907,637</u>	<u>513,998</u>

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**BISHOPS' APPEAL GRANTS PAID**

**GEOGRAPHICAL LOCATION**

**AFRICA - €238,287;Stg £96,039**

Agricultural Programme	Ethiopia	Christian Aid
Agricultural Project	Burkina Faso	Self Help
AIDS Project	Swaziland	USPG
Designated Donations	Africa	Christian Aid
Designated Donations	Ethiopia	Christian Aid
Essential Drugs Pharmacy	Tanzania	Direct
Food Production	Uganda	Direct
Health Centre	Rwanda	Direct
Health Education Programme	Uganda	Oxfam
HIV Programme	Sudan	Christian Aid
Jacaranda Farm	Kaduna	Direct
Malaria Prevention	Sierra Leone	GOAL
Meath & Kildare Diocesan Project	Malawi	Direct
Meath & Kildare Diocesan Project	Ubombo	Direct
Niger Emergency Relief	Niger	Christian Aid
Teachers' Houses	Zambia	Sisters of the Holy Spirit
Vocational Training	Uganda	CMSI
Water of Life Project	Africa	Fields of Life
Water of Life Project	Africa	The Leprosy Mission
Women's Project	Burundi	YWCA
<b><u>ASIA - €167,098;£42,583</u></b>		
Al Ahli Hospital	Gaza	Direct
Designated Donations	Indonesia	Christian Aid
Education & Training	Palestine	NECC
Flood Relief	India	Tearfund
HIV/AIDS Project	India	The Friends of HOPE
Livelihoods Programme	Cambodia	Tearfund
Pakistan Emergency Relief	Pakistan	Direct
Rainwater Harvesting	India	ICDGH
Water of Life Project	Afghanistan	SAFE
<b><u>CENTRAL AMERICA - €19,188</u></b>		
Training Programme	Nicaragua	Christian Aid
<b><u>NORTH AMERICA - €202,168;£66,429</u></b>		
Haiti Emergency Relief	Haiti	Christian Aid
<b><u>SOUTH AMERICA - €24,246;£15,848</u></b>		
Community Project	Chile	USPG
Projeto Bem-me-Quer	Brazil	Sr Helen Regan
Relief Work	Chile	SAMS

**APPENDIX D**

**BOARD FOR SOCIAL THEOLOGY IN ACTION REPORT 2011**

**Membership**

Mr Andrew Brannigan  
Mrs Anne Brown  
Rev Dr Rory Corbett  
Rev Adrian Dorrian  
Mr Kenneth Gibson  
Very Rev Kenneth Hall  
The Most Rev Alan Harper  
Mr Samuel Harper  
The Rt Rev Michael Jackson (Interim Chair)  
Rev Vickie Lynch  
Mrs Hilary McClay  
Rev Dr Judith McGaffin  
The Most Rev Dr John Neill (Retired January 2011)

**Function:**

- 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.
- 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.

**Executive Summary**

The first part of 2010 saw the official formation of the Church of Ireland Board for Social Theology in Action. The Board grew out of a process of consultation between the Board for Social Action NI, the Board for Social Responsibility RI and the Church in Society Committee. Members were appointed after application and by a process of selection that included interviews and the collection of references. The membership of the Board includes a bishop appointed by the archbishops and bishops, an Honorary Secretary appointed by the Honorary Secretaries. The archbishops and chairperson of the General Purposes Finance Committee of the Church of Ireland Board for Social Responsibility (NI) also are ex-officio members of the Board.

The inaugural meeting took place in October 2010. As per the original terms of reference, it was intended that this initial meeting would be followed up by a residential meeting during which members of the Board would draw up a new mission statement and affirm new terms of reference. This meeting, due for December 2010, was postponed as

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a result of the adverse weather conditions.

A number of working groups from the Board have collaborated on press releases on a number of issues and continue to work to respond to public consultation documents on a wide range of subjects.

In October and December 2010, press releases were issued on behalf of the Board in relation to the current economic situation in Britain and Ireland and the consultation on the relaxation of Sunday Trading Laws in NI, launched by the Minister for Social Development, respectively. These releases are appended. Both of these ongoing issues will continue to feature on the Board's agenda.

The members of the Board would like to express gratitude to those members of staff in both Church Houses (Dublin and Belfast) for their support – in particular Jenny Polden for her co-ordination of the formation process and the Church of Ireland Press Officer Paul Harron and the Press Office for their advice in relation to press releases.

The members of the Board are also keen to express their congratulations to Bishop Michael Jackson, interim chair, on his election as Archbishop of Dublin. The Board looks forward to the continuing support of the new Archbishop, as well as welcoming a new member to the episcopacy in 2011.



**APPENDIX 1**

**Board for Social Theology Comments on Current Economic Circumstances**

25<sup>th</sup> October 2010

Alongside the people of Northern Ireland and the Republic of Ireland, the Board for Social Theology recognises that the Comprehensive Spending Review from the Chancellor of the Exchequer in London and the imminent Dublin Budget will lead to difficult times in the years ahead. The cuts to both benefits and public sector jobs will inevitably impact on lifestyles and have costs at a human level.

The Board for Social Theology calls on members of the Church of Ireland and the wider community, North and South, to remain committed to the Christian principles that underpin society at its best. We affirm the life-giving value of relational living, which has always been a premium in Irish society.

In the run-up to Christmas, we encourage all people to remember the value of living within our own means and of taking a responsible approach to the season. We ask people to remain faithful to charitable giving – conscious of those in the world, at home and abroad, who have less than nothing.

We call on society at large and particularly decision makers in Dublin, Belfast and London, to remain committed to protecting the most vulnerable in our society.

**APPENDIX 2**

**Board for Social Theology Responds to Social Development Minister’s Call for Views on Sunday Trading Review:**

20<sup>th</sup> December 2010

‘An extension of opening hours on a Sunday would put more pressure on workers, small businesses and churches and also be detrimental to family and community life.’

The Church of Ireland Board for Social Theology is disappointed to note the Social Development Minister’s recent statement considering the extension of Sunday trading hours. The current Sunday trading arrangements were reviewed as recently as 2006 across the UK and widely concluded to have struck the right balance. Given these conclusions and the extensive work required to ensure a robust review process, it seems wasteful to call for another review so soon. Research shows the current arrangements also have the support of Unions, workers, small businesses, church groups and majority of the public. It is therefore puzzling that the minister should be pushing for a review, despite no significant call for such from the community.

With increasing pressure and stress on family and community life, the current arrangements for Sundays allow a day for relationships, rest and recreation. Such a day encourages families and communities to reconnect with each other at the end of a busy week and before another busy week starts. It is also a day that takes on extra significance for the 45% of people in Northern Ireland who regularly attend church.

An extension of opening hours on a Sunday would put more pressure on workers, small businesses and churches and also be detrimental to family and community life. The minister proposes a review that seems more inclined to benefit large retail stores than small businesses and ordinary families. Recent economic events have reminded us of the importance of placing community profit above that of big business.

Government is increasingly recognising the role played by churches in Northern Ireland, but adding the pressure of more Sunday working hours will inevitably impact on people’s goodwill and their desire to contribute through church at a community level. At a time of economic cutbacks the role of community organisations, volunteers and churches is taking on increasing significance and the Minister’s proposal runs the risk of inhibiting this role.

The Board has great respect for much of the work undertaken by the minister but would urge him not to pursue any extension of Sunday opening hours. The Board is keen to meet with the Minister in order to engage with him on this and other social and community issues.

**APPENDIX E**

**CENTRAL COMMUNICATIONS BOARD**

**MEMBERSHIP**

The Rt Rev Trevor Williams	(House of Bishops)
Dr Valerie Jones	(Standing Committee)
Ven Robin Bantry White	(Honorary Secretary)
Rev Eileen Cremin	(Chair - Broadcasting Committee)
Dr Kenneth Milne	(Chair - Literature Committee)
Dr Raymond Refaüssé	(Hon Secretary - Literature Committee)
Mr Denis Reardon	(Church House Senior Management)
Mrs Jane Leighton	(Representative Body)
Head of Synod Services & Communications	<i>(ex officio)</i>
Press Officer	<i>(in attendance)</i>

**OBJECTIVES 2011-12**

- To review the structure and role of the Church of Ireland website.
- To review the role of the Diocesan Communications Officers and the DCO network.
- To examine the potential of social networking media as a tool of central communications.

**Terms of Reference**

To initiate policy in relation to the communications strategy of the Church.

To co-ordinate the work of the sub-committees.

To report annually to the General Synod.

**Executive Summary**

The Board directed budgetary resources towards the maintenance of an active press office and providing support to those exceptional events that punctuate the life of the Church, such as providing media support and training for newly appointed bishops and supporting the meeting of the Primates of the Anglican Communion and responding to enquiries around the special meeting of the General Synod. The Board members concentrated on reviewing aspects of the communications structure, prioritising developing the website and refreshing the vision for the diocesan communications officers' network to reflect the multiplication of communications tools in recent years. The Board members invested considerable energy considering the future of the Church of Ireland website and other new media.

## **Report**

### **Website Review**

The CCB would like to develop more of a Church witness aspect to the website, which is currently information oriented. To achieve this it will be necessary to consider how the activity of the wider church relates to and can be articulated on the main website. This, in turn, led to fresh consideration of the role of the diocesan communications officers' network.

At present, the main source of information about the wider church is channelled from the Diocesan Communications Officers (DCOs). Owing to the expansion in communications channels, many DCOs are now managing traditional press releases alongside a website, diocesan magazine and possibly an e-zine and may also be trying to produce pod-casts, while managing Twitter and Facebook profiles. Not surprisingly, many dioceses now require a range of people in various capacities to keep this effort going, so that in addition to the DCO, there is likely to be a web-manager, a magazine team, and perhaps a social networking group. The Board believes that the Church must keep abreast of all these new forms of technology and do so in a competent manner.

The CCB has found itself asking a number of questions. Whether the Church needs a central platform gathering all of the diocesan material, if that material is already accessible? Do we still need the information hosted on the main website, or should the Church move to a completely different model focused on telling the story of the ministry and mission of the Church through stories about people? Should a future site do both of these things?

During the year, the Church of Ireland has developed a presence on Twitter and on Facebook:

Facebook.com/churchofireland

Twitter.com/churchofireland

Many members of the Church are beginning to use these media as a way of keeping in touch with Church news and events. The CCB has prepared a brief survey of usage of new social media which members of Synod are invited to participate in by filling in a survey form which may be obtained from the Press Office.

### **DCO Network Report**

The CCB has been pleased to note that despite the recession, dioceses which committed themselves to magazines, websites and to paid communications staff have maintained their commitment. Almost half of the dioceses now use paid professional communicators in the role of DCO reflecting the increasing volume of work in this area of Church witness. The CCB extends sincere thanks to all those paid and voluntary workers who maintain this body of work. The Board also reminds the Church that this work now requires a much greater number of hours work than used to be the case and that the commitment entailed is considerable.

A DCO training day is held annually. This year, it was decided to extend the invitation to include other volunteers involved in all aspects of diocesan communications work and the new Irish Language Development Officer for Cumann Gaelach na hEaglaise, Ms

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Caroline Nolan. Mr Jan Butter, the new Director of Communications for the Anglican Communion addressed the meeting on the subject of new media.

As new technology has altered the nature of communications in society, the Board has recognised that dioceses have increased their resourcing of communications. The Board is looking to a future in which the local dioceses take on a larger role in this area and make greater resources available. Despite the recession this must be a high priority for the Church in the 21<sup>st</sup> century if it is to be true to its mission.

### **Publishing**

There is ongoing activity and interest in the publishing area and the Literature Committee has had a busy year. The production of the *Church of Ireland Handbook* is moving ahead with a publication date during 2011.

### **Broadcasting**

The Broadcasting Committee is currently exploring the potential for local online broadcast services to assist parishes in providing worship for members who are not able to attend. The CCB referred the launch of a new Christian radio service, Spirit Radio, to the Broadcasting Committee and a presentation was subsequently made at the time of the station's launch. The Board welcomes Spirit Radio and wishes them every success. (Dublin 89.9FM, Galway 91.7FM, Limerick 89.8FM, Cork 90.9FM, Waterford 90.1FM)

### **Press Office**

The Press Office responded to a wide variety of media requests for comment and information in connection with Church-related and societal issues over the course of a busy year. Approximately 120 press releases were issued and disseminated across secular and religious platforms during 2010. These releases ranged from information about significant Church events, initiatives, appointments and newsworthy occasions to statements from several Church committees and by the archbishops and bishops responding to current affairs and concerns, from the local to the national to the international. Press releases were also issued on behalf of certain church-related organisations, some of the dioceses and the larger cathedrals.

Media assistance was given to parishes and cathedrals for civic and large-scale events, such as the funeral of Alex Higgins at St Anne's Cathedral, Belfast, which invited international interest. In particular, there were a number of responses to political developments and events in Northern Ireland during 2010.

In addition, the Press Office facilitated broadcasters through providing able spokespeople on many topics for both local and national radio and television programmes, and for internet-based outlets. Good working relations were maintained with the main national and local broadcasters. News from the General Synod and from meetings of the Standing Committee during the year was also reported in detail.

A regular flow of information was maintained with Diocesan Communications Officers across the island and with *The Church of Ireland Gazette*. The main Church of Ireland website was updated with news stories (as press releases) and with updates from several committees and Church of Ireland Publishing; the front page of the site was modified to appear less static and to highlight news pieces and information about upcoming events easily as they were uploaded.

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The appearance and workability of the site remains under continued review and development. Information generated by the Press Office was simultaneously issued via Twitter and the Church of Ireland Facebook site which has enabled a degree of social interaction with Church news – a new development during the year.

As well as being the conduit for responding to and issuing news and information at the central level, it has been the aim of the Press Office to provide communications advice and support to all areas of Church life and to encourage greater emphasis on effective local communication at parish and diocesan levels. Once again, the Press Office ran its annual Communications Competition for parish and diocesan magazines / newsletters, websites and social media / new technologies, attracting a healthy level of interest and indicating much excellent work being carried out by communicators across the whole Church.

The Board is aware of the demands on the time of staff of the press office both during and beyond office hours and wishes to express its appreciation of the professional and courteous manner in which they respond.

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**LITERATURE COMMITTEE**

**MEMBERSHIP**

Dr Kenneth Milne (Chairman)

Prof Raymond Gillespie

Rev Peter McDowell

Ven Richard Rountree

Rev Bernard Treacy OP

Ms Cecilia West

Very Rev Stephen White

Dr Raymond Refaüssé (Honorary Secretary)      Mrs Janet Maxwell (*ex officio*)

In attendance: Dr Susan Hood, Publications Officer

Mr Paul Harron, Press Officer

**EXECUTIVE SUMMARY**

In 2011 the Committee will seek to:

- promote church-related publications within and beyond the Church of Ireland;
- manage Church of Ireland Publishing in the new economic climate;
- evaluate applications for support from the General Synod Royalties Fund.

**ACTION PLAN 2011**

- 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;
- work with the Liturgical Advisory Committee on the publication of a marriage service booklet;
- work with Booklink publishers on the production of a pictorial history of the Church of Ireland;
- work with the Rev Dr Michael Kennedy on the on-line publication of his course material on authorized liturgies of the Church of Ireland.

**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](http://cip.ireland.anglican.org)) was maintained.

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The following titles were published in 2010:

- Mr Andrew Brannigan, *Church of Ireland origins, history & present day practice*;
- Church in Society Committee, Social Justice and Theology Group (RI), *Broken trust and how to restore it*;
- Liturgical Advisory Committee, *Liturgical space and church re-ordering*;
- Rev Brian Mayne (ed.) *Sunday and weekday readings 2011*;
- Dr Kenneth Milne (ed.) *Journal of the General Synod 2009*.

### **PUBLICATIONS OFFICER**

The Publications Officer worked with the authors and editors of the titles listed above and continued to work with the designer, Mr Bill Bolger.

In addition to preparing the CIP titles for publication she has worked with the Rev Dr Michael Kennedy to prepare an on-line edition of his course material on authorized liturgies of the Church of Ireland.

### **GENERAL SYNOD ROYALTIES FUND**

The Committee recommended the following grants:-

- €1,000 to the Board of Education (RI) to facilitate the distribution of APCK leaflets to schools.
- €1,000 to Mr Duncan Scarlett for a booklet on Church of Ireland churches dedicated to St Anne.
- €2,000 to the Church of Ireland College of Education towards the cost of a bi-centenary history of the Kildare Place Society and €2,000 to digitize the earliest college student register.
- €2,700 to the Liturgical Advisory Committee for the completion of the project 'Singing Psalms'.
- €4,000 to the APCK for two information pamphlets.
- In the 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, education and publishing.
- €1,000 to Canon David Crooks for the publication of *Clergy of Killaloe, Kilfenora, Clonfert and Kilmacduagh*.



**BROADCASTING COMMITTEE**

**Members**

Ms Ruth Buchanan  
Mr Roger Childs  
Rev Eileen Cremin (Chair)  
Very Rev Tom Gordon  
Rev Dr Bert Tosh

**In attendance**

Mrs Janet Maxwell: Head of Synod Services and Communications  
Mr Paul Harron: Press Officer

**Executive Summary**

The Committee explored a new service that enables on-line transmission of religious services. The Committee continued to maintain links with the main broadcasters, the Churches Media Council, Westminster Media Forum and Ofcom and to support broadcasters in maintaining religious programming.

**Objectives**

To encourage parishes and dioceses to engage with new technology to enable the provision of local religious services through on-line access.

**Webcast Religious Services**

During 2010, the Broadcasting Committee gave consideration to developing broadcast church services on the website and investigated how this might be provided. This follows a pilot project several years ago, when a number of parishes engaged with an Ofcom-led project to utilise CB radio to broadcast services to parishioners. This scheme enjoyed moderate success, but technology has moved on significantly and it is now possible to transmit live services on-line with both sound and image.

To do this requires the placement of cameras and microphones and the installation of a computer editing system in the church. Services can be picked up by parishioners on a home computer linked to the internet or their TV using a set-top box which is rented from the service provider for a cost of €8.00 or £6.50 per month. In future, it will be possible to watch on a home TV set linked to the internet.

The Committee received a presentation from a provider called Catholic Ireland (catholicireland.net) and examples of what can be achieved can be viewed at their website <http://www.churchservices.tv>. Other information can be found on the main Church of Ireland website at the following link [www.ireland.anglican.org/resources/broadcasting](http://www.ireland.anglican.org/resources/broadcasting). The set-up costs for such broadcasts are in the region of €5,000 (£8,750 approximately), although a very basic version of the system may be established for €4,000 (£3,600 approximately). Annual hosting costs are approximately €250 + VAT (£215 +VAT approximately). Given the cost of establishment and maintenance, the Broadcasting Committee suggests that this concept might be given consideration at a diocesan level as well as by individual parishes. It is unlikely that every parish will find itself in a position to install such a system. However, a strategic approach might identify one or two parishes that would be interested in

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exploring this new way of sharing ministry, providing access to a local church service for those unable to attend across a wider catchment area.

The benefits of the system are that it is simpler to use than the previous radio-based system. It allows more participation through visual as well as aural reception. It enables a better local connection to be maintained with parishioners who are unable to attend services. The Committee will write to dioceses during 2011 regarding this service.

### **Churches Media Council, Westminster Media Forum, Ofcom**

The Committee reduced its level of attendance at the Churches Media Council and Westminster Media Forum in line with budgetary restraints. However, the Committee remains in contact with these organisations which provide key networking and industry information contacts. Ofcom NI ran a particularly significant seminar on protecting children in the on-line environment in the summer of 2010 and this event was also attended by the Secretary to the Board of Education NI, Rev Ian Ellis.

### **Broadcast Training**

Ongoing budgetary restraints curtailed broadcast training in 2010 and no plans to reinstate training have been put forward for 2011. The Broadcasting Committee hopes that finances will be available to begin further training in 2012. The Committee thanks Rev Dr Bert Tosh for assisting the communications team in providing a short course in communications to the Ordinands at the Theological Institute. Dr Tosh lectured on skills and techniques for broadcast services.

### **BBC**

BBC Radio Ulster continues to carry religious and ethical programming of different types: music based, worship, reflection and current affairs, represented by Sunday Sequence which, in September 2010, celebrated its 30th anniversary. Presented by Mr William Crawley and produced by Mr Martin O'Brien, the programme continues to probe and examine those areas where religion, ethics, society and culture interact with each other.

BBC Northern Ireland continues to contribute to various network programmes on Radios 2, 3 and 4. On network television, *Songs of Praise* reflects the best of church music, traditional and contemporary, and a televised version of The Nativity won good audiences and critical praise. The Sunday morning show, *Sunday Morning Live* was produced from Belfast.

Generally, the BBC is facing a tough time ahead in financial terms. The decision not to seek licence fee increases and the taking on of extra commitments does mean that further economies will be made, but exactly where and when is not yet known.

### **RTÉ**

RTÉ Religious Programmes continues to be committed to reflecting, interrogating, celebrating and explaining the full diversity of religious life in Ireland, north and south of the border. In terms of Church of Ireland coverage, significant events in recent months have included:

- i. broadcast coverage of *Summer Madness*, the Christian youth event in Belfast;

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- ii. a Midnight Eucharist on Christmas Eve from St Stephen's Church, Dublin, which drew a certain amount of controversy, because it was perceived to be in place of Midnight Mass, but nonetheless attracted more viewers than the previous year's religious broadcast on Christmas Eve;
- iii. a live, televised sung Eucharist, featuring the Dean and Choir of Christ Church, Dublin, during RTÉ Music Week, in October.

Live coverage of the National Service of Remembrance from St Patrick's Cathedral, Dublin, has now become a regular feature on RTÉ Radio One, as has the Festival of Nine Lessons and Carols, and RTÉ continues to enjoy a fruitful partnership with the Anglican community, through the Broadcasting Committee and the particular efforts and creativity of the Dean of Leighlin, Dr Tom Gordon.

A tendering process is under way to commission radio worship programmes from the independent sector, but this is being done on the understanding that neither liturgical nor broadcasting quality will suffer in the process. Editorial control will still rest with the Editor of Religious Programmes at RTÉ, Mr Roger Childs.

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**APPENDIX F**

**BOARD OF EDUCATION RI**

**REPORT OF THE REVIEW OF THE POSITION OF CHILD PROTECTION  
OFFICER FOR RI (CPO RI) MAY 2010**

**INTRODUCTION**

In March 2006, the Representative Church Body (RCB) approved the positions of Child Protection Officers for NI and RI subject to review by Standing Committee. A CPO RI was appointed in September 2007 with a job role description which included the following strategic and operational roles:

**Strategic role**

1. Developing and reviewing policy

**Operational roles**

2. Co-ordinating 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

(A detailed Job Description is found in Appendix 1 of this report).

In respect of the appointment of Child Protection Officers in the Church of Ireland, it was considered prudent to review the roles at the end of the first contract period in order to inform members of the Standing Committee on the perceived needs of the Church in respect of these positions.

**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 used in the review of the CPO RI position was adjusted where appropriate to reflect the marginal difference in the role description between the two jurisdictions, there being some distinctions between the legislative requirements in NI and the Republic of Ireland. 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 dioceses in the Republic of Ireland and included clergy and lay members. The total sample number was 24. 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 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 as good by the majority of respondents, and the training package for parish workers was also rated as good by almost all respondents. The Republic of Ireland responses mirrored those already obtained from the review of the NI position in stressing the importance of connecting the CPO's role to diocesan and parish worker training and making training more centralised. The RI responses articulated a stronger concern over support for parish panels and indicated a greater sense of 'loneliness' and perhaps even anxiety among parish panel volunteers. A large number of suggestions were made in respect of aspects of training that require to be developed including: ensuring that parish panels understand fully the range of actions that they are responsible for taking; more information on mobile phone and internet issues (including some education about the specifics of how young people use these new services); providing evaluation; refresher training for people after a year in post; more engagement with Select Vestries to ensure they understand the supports and resources needed to ensure Safeguarding Trust is effectively implemented; consideration of having diocesan training teams to support parishes; developing interactive training resources (electronic or CD); more emphasis on Safeguarding Trust in respect of youth ministry work.

#### **Supporting parishes and dioceses take appropriate action to recognise and respond to concerns about the welfare of children**

Most respondents had consulted the CPO on two or more occasions. The evaluation of the support in response to issues raised was appreciative and expressed the view that their

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expectations were fully met with a number of respondents making specific comment in support of this.

### **2. Monitoring implementation of Safeguarding Trust**

Seven of the returns had experienced parish evaluation visits. The responses indicated that this area requires considerable reinforcement and development and a number of suggestions were made.

- Volunteers for children's ministry are put off by the sense of liability now associated with child protection and view implementing Safeguarding Trust as a part of the scariness of the environment of children's ministry rather than in a positive light;
- Where no visit had taken place - dioceses should be compelled to do visiting;
- The newsletter is helpful, but not always given to parish panels – a new method of distribution should be considered;
- The person doing the audit should have permission to view records and check for compliance.

The response of sampled bishops to the idea of written reports was positive and seemed to favour an annual diocesan report of parishes visited.

### **3. Other comments by respondents**

A number of comments were returned which reflected upon the future role of the CPO, which was seen as essential and some considered that it really required more than the current 3/5 day staffing allocation.

Among the other suggestions made, a number reflected the concerns expressed at Section 2 in respect of parish panels. These respondents suggested more direct support from the CPO to parishes in respect of training and evaluation. However, as it was never envisaged that the CPO would support parishes directly in this way, it is recommended that a review of the training of local trainers and evaluators should be undertaken so that a universal approach can be developed.

Another request was that additional dates are made available so that those unable to attend a diocesan meeting with the CPO can receive this training at another time.

### **CONCLUSION OF RESULTS OF SURVEY**

The overall conclusions to be drawn from the survey are:

The role of the CPO is regarded as essential to the Church of Ireland. Most respondents had required the services of the CPO to address specific issues within the two year period. Their evaluation of the service delivered was positive, commenting on the availability of the CPO and the pragmatic, non-intimidating way in which advice was delivered. Respondents felt that it would be beneficial to have more rather than less of the existing role, which was established at three days per week. Some of this demand seemed to be related to a concern over the way in which dioceses exercise their responsibilities, although it was clear that this perception arose from comments related to specific dioceses as other comments reflected a sense of excellence on the part of the diocese regarding evaluation and support. This dimension of the survey needs to be looked at more fully.

The reaction to the training programme is positive and the training events seem to act as a form of anchor for Safeguarding Trust volunteers, providing part of the structure of implementation. A need has been expressed for increased support for parish worker training in SGT and there was a distinct sense that parish volunteers can feel isolated.

The effectiveness of administration of evaluation visits requires review in the light of comments received.

### **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 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 Head of Synod Services on the strategic aspects of the role:**

- The need to review SGT in the light of changing legislation is vital and ongoing. In NI, the development of the role is being driven legislatively by the introduction of the Safeguarding Vulnerable Groups NI Order, which 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. Best practice suggests that the Church should be taking parallel steps to introduce guidelines in respect of vulnerable adults for the Republic of Ireland, even if it is not legislatively required at this point. There have already been numerous instances that raise concern over services for the elderly and disabled in the Republic of Ireland and, given the recent national experience in respect of child protection, Standing Committee should consider a proactive approach in respect of vulnerable adults. This may require a review of the resourcing allocated to the role in future.
- **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 An Garda Síochána and the probation service.
- If a case of a serious nature arises where criminal action or church disciplinary procedures have to be instigated following disclosures of offences of a sexual nature having been committed by clergy and other church workers, the reporting of such disclosures to the statutory authorities does require a **facilitation role** on behalf of the church. This requires information gathering and fact-checking as well as liaison with An Garda Síochána, the HSE, the Department of Education, the Garda Vetting Unit, 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.

To carry out the activities required in respect of child protection and the protection of vulnerable adults, the Church continues to need a professional appointment, possibly for more than the current three days per week if the Standing Committee agrees to the development of



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certain aspects of the role in respect of vulnerable adults. Some responsibilities 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 in the area of child protection.

### **CONCLUSION OF REVIEW**

In the three years since its inception, the role of CPO has become well-established and has demonstrable benefits to the Church. If the CPO did not exist, bishops, clergy and parish panels, would lose a key support in implementing child protection and in addressing any reported incidents. 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. The conclusion reached as a result of the review is that the role of CPO should be continued with some adjustment to current roles made on the basis of the above discussion.

The public sphere views child protection as a primary function of any organisation engaged in working with or caring for children – 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. To have a professional social worker lead 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 best practice in respect of safeguarding vulnerable adults;
- a facilitation role for cases of a serious nature;
- further development of training programmes for panels and workers at the diocesan and parish level;
- as a result of reallocation of work in Church House following staff reductions, incorporation of a component of Garda vetting work into the CPO role, as in the NI position.

**APPENDIX 1**

**Child Protection Officer (Republic of Ireland) - Job Description**

**Summary:** To advise and support parishes, dioceses and central Church bodies on the implementation and development of the Church of Ireland’s child protection policy “*Safeguarding Trust*” throughout the Republic of Ireland. The role will include coordinating and delivering training at all levels, providing professional advice and assessment in relation to the reporting of any child protection issue and advising on future policy development and review. The post will be based in Dublin and will involve travel throughout the Republic of Ireland.

**Accountability**

The post-holder will report to the Education Officer (Republic of Ireland) and will attend meetings of the Board of Education (RI) to report on *Safeguarding Trust* matters as appropriate. The line management of the post will be as follows:

Child Protection Officer → Education Officer (RI) → Head of Synod Services → Chief Officer RCB

**Strategic Roles**

1. **Developing and reviewing policy**
  - a. 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 statutory agencies
  - b. To develop policy and practice to assess and manage risk
  - c. To liaise with insurers and to advise in relation to the programme
  - d. To undertake research and further development of child protection issues for central church bodies as appropriate

**Operational Roles**

1. **Designing and delivering training**
  - a. To coordinate and/or deliver training to clergy and parish panel members in *Safeguarding Trust*
  - b. To assist clergy and parish panels to understand and implement the *Safeguarding Trust* guidelines
  - c. To coordinate the training of the Diocesan Support Teams or trainers and further develop their training and evaluation roles.
  - d. 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**
  - a. To advise rectors and panel members on child protection queries
  - b. To advise bishops on child protection matters within their dioceses
  - c. To ensure appropriate supports are in place for rectors/panel members during and following a child protection enquiry
  - d. To keep a record of concerns reported by bishops / rectors / panel members
- 3. Monitoring implementation of the code**
  - a. To develop and oversee the programme of parish *Safeguarding Trust* evaluations
  - b. To monitor the implementation of *Safeguarding Trust* in parishes and assist bishops and diocesan councils review implementation
- 4. Forging links with statutory organisations and other bodies**
  - a. To develop links with the HSE, Garda and others in the Health and Voluntary sector
  - b. To liaise with the child protection officers of other churches
  - c. To help prepare for the possibility of accreditation
- 5. Providing reports for the Board of Education (RI)**
  - a. To present *Safeguarding Trust* progress reports to the Board of Education (RI)
  - b. To devise and maintain an annual budget for *Safeguarding Trust* functions to the Board of Education (RI)

**APPENDIX 2**

**BOARD OF EDUCATION RI**

**REVIEW OF THE POSITION OF CHILD PROTECTION OFFICER FOR RI (CPO RI)**

**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 RI is now due 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 RI since September 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?

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**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 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 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?

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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?

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**APPENDIX 3**

**Summary report of the work of CPO (RI) September 2007- 2010**

**Strategic Roles**

1. **Developing and reviewing policy**

- September 2007- March 2008 Preparation of revised Safeguarding Trust policy document
- April-June 2008 Information events in dioceses and distribution of new Safeguarding Trust manuals
- Spring 2008 Preparation of revised worker's summary cards
- 2009+Researching policy in relation to sex offenders' involvement in parish life
- 2009 Introduction of 2 part training requirement for panel members to reflect their responsibilities

**Operational Roles**

1. **Designing and delivering training**

- Regular updating of Safeguarding Trust training programmes and notes for trainers
- Annual training for Theological Institute students
- 2008 2 session training for new Safeguarding Trust trainers
- Provision of an annual training event for Diocesan Support Team members
- 2008 Joint presentation with Margaret Yarr at Anglican Safer Church conference in Woking Surrey
  - training day for new incumbents introduced
- Provision of training to both panel members and workers on request from the dioceses
- Annual delivery of Keeping Safe training in compliance with registration requirements of the HSE/Volunteer Development Agency partnership

Select Vestry members who are not panel members might find it useful to attend panel members training to assist their understanding of the content and administrative requirements of implementing Safeguarding Trust in parishes

2. **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, including responses to issues of historical abuse
- Advising bishops on child protection matters within their dioceses
- Maintaining records of reported concerns

Most contact with parishes is in relation to implementing good practice in children's and youth ministry rather than responding to child abuse concerns. There is now a central record of child welfare concerns discussed with parishes. Safeguarding Trust (2008) requires the reporting of concerns whether or not the parish panel has a legal interest.

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3. **Monitoring implementation of the code**
  - Advising rectors regarding the process of parish evaluations
  - Reviewing evaluations carried out by the Diocesan Support Teams and at times providing feedback to rectors
  - Providing support and advice to parish evaluators
  - Reviewing and providing feedback to bishops who have carried out their own parish evaluations
  - Liaison with bishops re parish evaluation needs
  - 2010 Preparation of training for a team of parish evaluators
  - Dioceses have been offered assistance in training nominated evaluators where appropriate.
4. **Forging links with statutory organisations and other bodies**
  - Developing and maintaining links with HSE Social Work Depts., the Keeping Safe initiative, An Garda Síochána, voluntary and community organisations such as the National Youth Council of Ireland and the Society of St Vincent de Paul. Linking with child protection personnel in other Churches both nationally and internationally.
  - Founding member of network for child protection workers in voluntary bodies
  - Member of the Anglican Safe Church Consultation
5. **Providing reports for the Board of Education (RI)**
  - Providing annual reports to the Board of Education (RI)
6. **Looking to the future**
  - Incorporating Garda vetting into the role of the CPO would be a useful development.
  - Vulnerable Adults - While there is currently no legislation in the Republic, this is an area for development in the CPO role in line with that in Northern Ireland.

The CPO role provides integral support to youth and children's ministry in the Church of Ireland. There remain concerns that regulation inhibits volunteerism but this should not be overemphasised and indeed, some dioceses have increased the number of youth workers to carry out this vital role. The Church of Ireland has a duty to implement national guidelines for good practice in the youth work sector and a positive presentation by those in authority and reassurance that guidelines are also for the protection of workers can help to allay fears.



**APPENDIX G**

**Report from Children’s Ministry Working Group November 2010**

**INTRODUCTION**

The group has met on a number of occasions and carried out research building on that recently undertaken in Connor Diocese and through fresh research with clergy. Clergy research was not carried out in Connor and Down and Dromore due to recent research in these dioceses. This report is designed as a discussion paper.

The Rt Rev Alan Abernethy, as a member of the sub-group, has agreed to lead a discussion with the archbishops and bishops at their January meeting to draw out their diocesan responses to this report.

Following discussion, analysis of the research and group members’ experiences in children’s ministry the following key areas and recommendations have been developed.

**KEY AREAS**

***Growth***

- Good quality children’s ministry will produce strong church growth.
- Contrariwise, when children’s ministry is ignored church growth declines.

***Unity***

- Children’s ministry is a distinct ministry and must be equally valued alongside other aspects of church ministry

***Service***

- The ministry of those involved as leaders should be more valued through recognition, support and training.
- Leaders and clergy should have training in both faith development and practical skills before they engage in children’s ministry.

**KEY RECOMMENDATIONS**

1. Every diocese is encouraged to have a vision and strategy for developing children’s ministry in their parishes.
2. A Children’s Ministry Network should be set up as an official part of the Standing Committee. This group would be made up of a clerical representative from each diocese (similar to a Diocesan Liturgical Officer) plus relevant experts and practitioners. The group would be managed by a small steering group who would be responsible for:
  - a. organising meetings of the network on at least an annual basis;
  - b. ensuring diocesan representatives have available the most up-to-date information on training and resources;
  - c. providing a support network for those in an employed role in children’s ministry.
3. The Church of Ireland Theological Institute is requested at its earliest convenience to review the place of children’s ministry in its current curriculum.

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4. When economic conditions improve the Church of Ireland should be set up a Children's Ministry Department for the whole Church.

**Working Group Members -**

The Rt Rev Alan Abernethy; Rev Jane Galbraith; Rev Isobel Jackson; Mr Peter Hamill; Rev John McDowell; Rev Anne Taylor; Mrs Jacqui Wilkinson.

**RESEARCH RESULTS**

**LEADERS**

258 leaders returned questionnaires, 21% men and 79% women the following were from responses on how they work:

- 63% of leaders are over the age of 40, in another survey carried out recently with youth leaders in churches 62% of youth leaders were under 30.
- 40% are in full-time employment and 28% are in part-time employment.
- 15% of leaders hold a teaching qualification, 17% hold a youth work qualification and 6% hold a theology qualification.
- 58% miss part of church due to children's ministry, 34% of those who miss church do not like missing church.
- 33% attend some other fellowship outside church.
- 17% never meet with leaders outside the children's group.
- 24% never meet with the rector as a leader team outside the children's group.
- 56% have never heard of Building Blocks.
- 65% have not attended any training events in the last year.
- 84% would welcome training in the parish, 73% would welcome training in the Diocese.

The following were the responses on opinions on ministry

- The most popular reasons for children's ministry were 'to bring children to a faith in Jesus (97% agree) and 'to build positive relationships with children' (96%) agree.
- 95% of leaders enjoy being a leader.
- 32% took on being a leader because there was nobody else to do it.
- 59% feel called to being a leader.
- 70% became leaders due to their own childhood experience.
- 53% of leaders believe the children have a faith.
- 64% of leaders are not sure if the children pray on their own regularly.
- 67% of leaders are not sure if the children read the Bible regularly.
- 70% of leaders are happy with the space / environment they work in.
- 61% of leaders would like more time to listen to the children.
- 60% feel they do not know a lot about the Bible.
- 74% would need help from other leaders if they were to change things.
- 63% are happy to be leaders for years to come.
- More than 65% feel their church appreciates what they do, understands their work, and supports them in what they do.

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**CLERGY**

55 parishes sent in returns

Clergy reported an average of 55 children present in each parish

Number of leaders per group averaged between with 6 to 8 leaders

- 91% of parishes have a Sunday School.
- 16% have a Bible club not on a Sunday.
- 17% have a Family ministry.
- 27% have a crèche during services.
- 11% have an after schools club.
- 44% have a church sponsored uniform organisation for under 12s.
- 40% have a music / worship group including under 12s.
- 24% have a Holiday bible club.

*Responses to opinion questions*

	Agree	Not certain	Disagree
The Church of Ireland should have a vision for children's ministry	98%	2%	0%
My parish has a vision for children' ministry	75%	11%	14%
Working with children is not a high priority in my parish	23%	4%	73%
I need support from the diocese with ministry among children in the parish	67%	26%	7%
Children in my church feel they belong	78%	16%	6%
Building relationships is key to ministry among children	96%	2%	2%
My parish focuses more on family ministry, rather than on a specific children's ministry	36%	26%	38%

**QUALITATIVE DATA**

Who is responsible for children's ministry in your parish?

- *Most identified either an individual, a team of leaders or teachers.*
- *38/55 (69%) stated that clergy have some responsibility for children's ministry.*

How do you ensure it is part of the wider vision for the parish? *(these are verbatim comments made on the questionnaire)*

- *We have spent a great deal of time listening to parents and our teenagers and have implemented some of their ideas eg. Children's Church during Church,*

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*instead of Sunday School and bringing all pre-school and Sunday school children together this has been very successful and has increased Church attendances.*

- *Inform parishioners of the vision of all levels; for children's ministry and continue communicating the message and encouragement!*
- *Firstly need Sunday school teachers with a vision for children's ministry.*
- *I think there is generally a lack of vision; focus tends to be on maintenance despite my best efforts as Rector. Parishioners welcome involvement of children in worship and activities but wouldn't imagine they see it as part of the wider vision of the parish apart from giving the parish a future.*
- *We always have some of the leaders also on the select vestry so it is always 'on the table' of the select vestry. And the rector and the respective leaders are pro-active making the children and ministry to them a priority in the two parishes. We also work hard at integrating the school into the parish life and vice-versa.*

What training would equip you to better support children's ministry in your parish?  
(these are verbatim comments made on the questionnaire)

- *Anything would be a help as I feel I stand on my own.*
- *I have done training I just need more hours.*
- *Liturgical resources.*
- *Perhaps a gathering of leaders from all over Ireland to share ideas!*
- *Perhaps local training and envisioning plus more support with resources and how to use them. Finances and people resources are also an issue.*
- *None that I can think of; just need more children in Church on Sundays to exercise this ministry.*
- *I'm not sure.*
- *Not aware!*
- *Child psychology, child development, basic teaching skills, other people's experience of what works and what doesn't.*
- *Don't know at this stage!*

**APPENDIX H**

**Code of Duty and Conduct Working Group**

**Interim Report March 2011**

The Code of Duty and Conduct Working Group met on four occasions by teleconference during 2010/11. The group has now produced:

- (a) a scoping study of the existing rules on the duty and conduct in the Canons, the Constitution and the Ordinal of the Church of Ireland;
- (b) a review of cases heard before the Court of the General Synod to identify precedent relating to clergy duty and conduct;
- (c) a review of protocols established by other churches within the Anglican Communion.

The Working Group has received considerable assistance from Prof Norman Doe of the University of Cardiff, an international expert on Canon Law and Mrs Karen Phillips of the Church in Wales.

The Working Group reports the following points to the General Synod

1. Two models for regulating clergy conduct are used elsewhere:
  - (a) involves the presence of disparate provisions throughout various documents including the Constitution, Canons and Ordinal (and insofar as clergy conduct may be said to be regulated in the Church of Ireland it is this first model which is approximated to). While these provisions tend to be legally binding they don't constitute a very comprehensive coverage of the potential areas where clergy conduct may give rise to problems;
  - (b) involves the production of a separate code of conduct or set of guidelines of best practice which sits outside the above-mentioned legal instruments. This type of approach, which is of more recent provenance and now favoured by our sister churches in Wales and England, provides greater comprehensiveness and clarity as to what is expected of clergy. There remains an issue as to how to ensure that clergy will consider themselves bound (whether legally or morally) by such a code and whether it can or should have contractual force or force of church law.

A choice is required and the Working Group will make a recommendation to the General Synod in due course.

2. An analysis of existing material indicates that clergy duty and conduct can be reflected under a series of categories or headings:
  - moral;
  - protection of children and vulnerable adults;
  - wider pastoral care and ministry;

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- liturgy, doctrine, ritual and spiritual.

Conduct breaches may range from relatively minor matters to criminal behaviour and the Working Group appreciates that while it is engaged in addressing a Code of Duty and Conduct, others are reviewing procedures to deal with breaches of duty or conduct.

Some of the areas mentioned above are already subject to considerable regulations, e.g. *Safeguarding Trust*, liturgical, doctrine and ritual and other matters governed by the Constitution. The Working Group felt that the areas where there is less overt guidance include pastoral care and ministry and moral behaviour.

The Working Group recommends that the Church gives consideration to developing a Code of Duty and Conduct for Clergy, which is the second of the two models identified above. If the General Synod should concur in this approach to taking the matter forward, the Working Group further recommends that a committee should be appointed to draw up such a Code and to report it to the General Synod of 2012 for discussion as to its content and method of implementation. The Synod may consider that a consultation exercise forms part of the process.

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**APPENDIX I**

**COMPLAINTS COMMITTEE – INCOME AND EXPENDITURE ACCOUNT**

**Disciplinary Procedure Costs**

**Record of Financial Transactions to 31 December 2010**

ROE 0.8607	Euro	Sterling	Sterling as Euro	Total
<b>Deposits</b>	-	-1,800.00	-2,091.32	-2,091.32
Less – deposit refund	-	600.00	697.11	697.11
Net deposits	-	-1,200.00	-1,394.21	-1,394.21
<b>Costs</b>				
Legal	64,715.41	12,159.29	14,127.21	78,842.62
Technical	-	1,050.00	1,219.94	1,219.94
Expert Witness Costs	-	1,889.60	2,195.42	2,195.42
Administrative & Secretarial	5,256.75	4,000.00	4,647.38	9,904.13
Travel	996.55	181.61	211.00	1,207.55
Complaints Administrator	-	851.44	989.24	989.24
Sundry	330.00	33.99	39.49	369.49
	71,298.71	20,165.93	23,429.69	94,728.39

**No account has been taken of Church House administration time or overhead cost**

**Appendix J**

**Hard Gospel Implementation Group  
Report to General Synod 2011**

**Members**

Mr Geoffrey Perrin  
Rev Andrew Forster  
Mrs Ethne Harkness  
The Rt Rev Trevor Williams (Chair)

**Executive Summary**

The Working Group prioritised three areas of work: gender-based participation in church life; youth participation in church life; consideration of a request for a guide to pastoral ministry for gay and lesbian members of the Church. The Working Group made proposals to the Standing Committee of the General Synod.

**Report**

**Gender-based participation in church life**

The Hard Gospel Implementation Group expresses its thanks to Canon Doris Clements for the research she presented on gender-based participation in the Church of Ireland. Canon Clements made a detailed presentation to the 2010 General Synod but time pressures had significantly curtailed the debate on such an important topic. The Group has reflected on Canon Clement's research during the year and made a presentation to the Standing Committee in November 2010, highlighting the main points of concern.

1. The representation of women decreases significantly from parish bodies to diocesan bodies to central committee bodies.
2. The representation of women is lowest on committees addressing finance and employment issues and Boards of Nomination.

The Group returned with proposals to the Standing Committee in March 2011 and these are presented as a resolution at the end of the Standing Committee Report.

**Youth**

Similar concern was raised about the sense of disconnect between the youth ministry of the Church, which has seen a dynamic resurgence in recent years, and the follow-through into participation in the wider structures of the Church. It was felt that more under-45 representatives could be drawn from this section of church membership at General Synod and diocesan structures of the Church would also benefit from encouraging younger people to join in. Consideration is being given to how young people might attend General Synod and how a view from the youth within the Church might be brought to the notice of General Synod for



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discussion. Above all, part of handing down our tradition of faith requires being open to and engaged with our young people and extending a welcome to join with us.

The Group returned with proposals to the Standing Committee in March 2011 and these are presented as a resolution at the end of the Standing Committee Report.

#### **Pastoral ministry for gay and lesbian members of the Church**

In addition, the Group responded to a request from the Honorary Secretaries to give consideration to a suggestion from the Rev Mervyn Kingston from Changing Attitude Ireland to publish a guide to pastoral provision for gay and lesbian people in the Church of Ireland and certain other materials to assist parishes and families in understanding the issues facing gay and lesbian Christians. The Group met with Mr Kingston and other representatives of Changing Attitude Ireland in February 2011 and will have a further meeting to consider the materials presented following the General Synod. The Group will return suggestions to the Standing Committee in due course.

**APPENDIX K**

**HISTORIOGRAPHER'S REPORT**

More than most churches of the Anglican Communion, the Church of Ireland has reason to attach importance to the historical context in which it finds itself. To use the term 'Church of Ireland', and not to have some understanding of the complexity of Irish history is to be prey to grave misconceptions as to our own self-perception, and to be ill-equipped to confront comments that are historically untenable.

Such hazards are especially likely to be encountered at times of public commemoration as we approach the centenary of what was possibly the most critical decade in modern Irish history, the years from 1912 to 1922. Andrew Scholes's *The Church of Ireland and the Third Home Rule Bill* (Irish Academic Press) is especially pertinent in this context. It is to be expected that the events of that crucial period will be widely commemorated and this is not necessarily to be regretted, for we in Ireland live in political systems that reflect an historical continuum more strongly than is to be found anywhere else in these islands.

Commemorations can have positive results if rather than entrenching long-standing attitudes, they cause us to reflect more deeply on cause and effect, and, above all, if they lead us to some understanding of positions other than those to which we are most comfortable. The marking of anniversaries as diverse such as those of the Great Famine, the 1916 Rising and the Battle of the Somme have promoted greater understanding and have thus improved community relations to a degree that could scarcely have been anticipated. Much of the credit for bringing this about must go to the participation of historians trained in the tradition of the renaissance in the study of Irish history that emanated from the Irish universities in the 1930s and not least from the Queen's University of Belfast. It would therefore seem appropriate that the Church of Ireland should take a keen interest in whatever forms of commemoration are proposed in the coming years and some thought is being given as to how best that interest might be expressed. Nor should we overlook anniversaries that relate to the wider church, a notable date being that of the appearance of the Authorised Version of the Holy Bible (1611), which will be marked by a small exhibition in the Treasury of Christ Church Cathedral, Dublin and will doubtless be observed elsewhere.

As ever, the past year has seen the publication of several books devoted to, or especially relevant to, our understanding of the Church of Ireland's past and indeed of the social environment in which the Church subsists. Adrian Empey's *The proctors' accounts of the parish church of St Werburgh, Dublin 1481-1627* is the fourth volume in the texts and calendars series published by Four Courts Press in association with the Representative Church Body Library. Like the ten titles in the Library's parish register series, these volumes make available to the scholar and general reader primary source material that would otherwise be virtually inaccessible. *Medieval Dublin X* (ed. Seán Duffy) as well as containing a chapter on

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medieval St Michan's, also lists the contents of all the volumes in this series, many of which have seminal articles on the Dublin cathedrals. Henry A. Jefferies's *The Irish Church and the early Tudor Reformation* provides fresh insights into a subject that will forever be of compelling interest to Irish historians. Kenneth Milne, *The Dublin liberties, 1600-1850*, one of the latest of the Maynooth Studies in Local History (ed. Raymond Gillespie), deals with the four Dublin manorial jurisdictions, three of which were ecclesiastical. A title of special interest to church musicians with competence in the Irish language is Liam Mac Cóil's *An chlairseach agus an choróin: seacht gceolsiansa Stanford*, ('The harp and the crown: seven Stanford symphonies'), an erudite treatment of Charles Villiers Stanford, son of the Church of Ireland and a towering figure in the musical world of his day whose settings still enrich our religious experience and were sung at the liturgical welcome for Pope Benedict at Westminster Abbey in September 2010. This year also saw the publication of the paperback edition of *Christ Church Cathedral, Dublin, a history*, first published in 2000, and which had been out of print for some time.

It is appropriate that I should record with sadness the death of the Rev Canon William Neely, who must be credited with the foundation of the Church of Ireland Historical Society. Its flourishing state today, under the leadership of Canon Adrian Empey, is a fitting memorial to Canon Neely's commitment to the promotion of what he rightly considered to be a part of our heritage that furthers our self-understanding and shapes our contemporary attitudes.

Kenneth Milne

**APPENDIX L**

**MEISSEN COMMISSION MEETING SEPTEMBER 2010 REPORT**

A meeting of the Church of England - German Protestant Church (EKD) Meissen Commission was held from 16 to 19 September, 2010 at the Leucorea conference centre at Wittenberg. I attended as the official observer for the Church of Ireland, the Scottish Episcopal Church and the Church in Wales.

After an introductory session and before proceeding to the main agenda items, members of the Commission visited places in the town associated with the Reformers, Martin Luther and Philipp Melanchthon, in particular the Schlosskirche on the door of which Luther is reputed to have nailed his 95 theses in 1517. Later in the meeting, members visited the Lutherhaus and were given a tour of the extensive historic building.

The years 2008 to 2017 are being observed by the EKD as a 'Luther Decade', 2017 marking the 500th anniversary of the publication of Luther's theses. Each year has been given a theme, this year's being 'Reformation and Education' with a special focus on Melanchthon, the *Praeceptor Germania* or 'Teacher of Germany'. The Reformation scholar, Dr Stefan Rhein, delivered a lecture on Melanchthon to the members of the Commission, drawing attention to the Reformer's erudition as a scholar, the renowned nature of the university at Wittenberg in the 16th century and the wide, international reach of Melanchthon's influence. At the time of Luther and Melanchthon (who was 14 years younger than Luther), Wittenberg had the most significant university in Germany. Melanchthon was essentially a man of dialogue, less strident than Luther, for whom Melanchthon nonetheless had a high regard. Melanchthon was particularly esteemed by the English Reformers, with 20 of his books being translated into English already in the 16<sup>th</sup> century.

Professor Michael Weinrich reported to the Commission on the formation of the World Communion of Reformed Churches, a merging of the former World Alliance of Reformed Churches and the Reformed Ecumenical Council, the latter having been characteristically conservative. The merging of the two bodies became possible when the Reformed Ecumenical Council agreed that apartheid was an issue of *status confessionis*, that is, involving a fundamental aspect of Christian teaching. One aim of the new body, the World Communion of Reformed Churches (representing 80 million Christians in 227 member Churches in 108 countries), is to deepen mutual commitment among the member Churches.

The Danish Church, which has now become a full member of the Porvoo Communion, had expressed an interest in participating in the Meissen Commission. It was decided to postpone consideration of this matter until after the Porvoo Contact Group had an opportunity of discussing it.

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The Commission discussed a draft Quinquennial Report, due to be finalized at the 2011 meeting. There were updates on partnerships between dioceses and parishes, delegation visits and the Meissen theological conferences.

There are currently 65 Church of England-EKD links with some ministerial sharing. The Commission is awaiting with interest the EKD's response to a Lutheran paper on ordination and commissioning as this raises the issue of lay Eucharistic presidency. The paper has not been well received in some of the EKD's regional Churches. Both the EKD and the Methodist Church have asked the Church of England to recognise their confirmations; this is currently being discussed within the Church of England.

Delegation visits are another of the established ways in which the Church of England and the EKD seek to share their common life, according to the Meissen Declaration (B.ii). The two Churches invite a delegation visit once in the lifetime of each of their Synods.

The Meissen theological conferences (two in every five years) have the purpose of building on the theological consensus and convergence already reached and working to resolve outstanding differences between the two Churches. The next theological conference will be held at Sarum College, Salisbury, from 11 to 14 January, 2011 on the theme, *Ecclesiology in Mission Perspective*.

The Commission discussed the ecumenical Kirchentag that was held earlier this year in Munich. The EKD and the Roman Catholic Church hold Kirchentag gatherings in alternate years with a joint, or ecumenical, Kirchentag being held every seven years. Tensions arose this year at Munich over lay Roman Catholic expressions of dissatisfaction with the Roman Catholic hierarchy's approach to the sexual abuse crisis. Roman Catholic bishops were uneasy at this open discussion and consequently it is possible that no Ecumenical Kirchentag will be held when it is next due, in 2017. This would be a significant occasion, falling at the culmination of the already mentioned 'Luther Decade', and the EKD hopes that it will be possible.

The reform process within the Conference of European Churches (CEC) was noted by the Commission and led to some discussion of the subject. CEC was established in the immediate post World War II era and since the fall of the Iron Curtain and the former Soviet Union, the pivotal role of CEC in terms of East-West Church relations has changed at a very fundamental level. The cost of the 2009 CEC Assembly at Lyon contributed mainly to CEC's €200,000 deficit at the end of that year. The future programmatic work of CEC will focus on four areas: (1) Trust and Commitment; (2) Dialogue and Strengthening of Relations; (3) Coherence and Visibility; and (4) Witness and Responsibility. A reform working group will next meet from 1 to 4 October in Hungary and the next CEC Assembly is planned for 2013. The deficit is being addressed by major cuts within CEC's operation.

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Next year, 2011, will mark the 20th anniversary of the Meissen Declaration; the Commission will meet again in September 2011 in London.

Germany; Church membership (2008 statistics):

EKD	24,514,929
Roman Catholic Church	25,176,517
Orthodox Church	1,456,500
Protestant Free Churches	323,202
Other Christian Churches	33,274

*Total Church membership* 51,504,422 (62.8% of the German population. Other faiths and members of no faith tradition together comprise 37.2% of the population. There is a high number of non-believing people in Germany, partly as a result of the legacy of communism in the former eastern bloc.)

Ian M Ellis  
21 September 2010

**APPENDIX M**

**PARISH DEVELOPMENT WORKING GROUP**

**REPORT 2011**

**COMMITTEE MEMBERSHIP**

Mrs Brigid Barrett (Administrator)	Mr Cyril McElhinney
The Rt Rev Kenneth Clarke, Bishop of Kilmore	Mrs Carolyn O’Laoire
Rev Paul Hoey (Chair)	Mr John Tyrell
Rev Ruth Jackson Noble	

**CONCEPT**

In essence *Church21*, the Church of Ireland programme of parish development, offers parishes a framework development along the following lines:

- participating parishes form teams of parishioners (four lay people along with the rector) to steer the parish through the two-year process;
- a *Team Together Day* sets out to give an outline of the process and to encourage the parish team members to think about their role of communication and guidance;
- a six-session preparation course is run in each parish, ideally during Lent, designed to help parishes to begin to identify key areas for development;
- a three-day conference offers parishes help with the practical skills of shaping and sharing their vision and lets them see how other churches have gone about this process;
- the core of the process is the year-long period of facilitation designed to help parishes to identify clear priorities for the future and to develop an action plan for implementing them;
- a *Follow-up Day* gives parishes an opportunity to measure process and to share their stories and ideas.

The part played by the parish teams is vital since they are the main channels of communication throughout the process.

Each parish is at a different stage and approaches the task in a different way and there is flexibility within the programme to allow for that. This is not a one-size-fits-all venture.

In general, given the variety and spread of the parishes, the Working Group is encouraged by reports of what is being achieved. In some cases, change is quantifiable in terms of specific initiatives that have been started as a result of the process. In others, 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 setting goals for the future is not just a helpful thing to do but is essential if spiritual progress is to be made.

The programme is continually being revised in the light of feedback from participating parishes and facilitators, reflection on our experience of running the programme and in the light of good practice observed elsewhere.

**PROGRAMME THREE**

Invitations to apply for the third programme were sent out to every parish in Ireland at the start of September 2010. An information day was held in Dublin at the start of November. Applications were prioritised by the Bishops according to specific criteria and another fourteen parishes, from across the Church of Ireland, have signed up to the third *Church21* Parish Development Programme.

In contrast to the last programme, during which the majority of participating parishes were representing dioceses in the northern province of the Church of Ireland, this new batch is predominantly southern based.

The unpredictable geographical spread of parishes makes the process of finding suitable facilitators an interesting one. However, we are very grateful to have a committed and effective group of facilitators in place.

Listening is at the heart of this process; listening to God, to each other and to those around. It generally takes parishes some time to cultivate this sense of listening.

The Working Group is most grateful to those who have agreed to act as parish facilitators. They act as guides, working in close connection with 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 at intervals during the programme, to avail of training and to share resources and experience.

The positive comments about the part played by Rev Ian Coffey as conference speaker has motivated the committee to invite him to participate again.

The website [www.church21.org](http://www.church21.org), is proving to be a valuable resource for parishes and is being added to on a regular basis.

The Working Group has also sought to share some of the stories and ideas emerging from the process in the *Church21 Newsletter* an edition of which is made available twice a year to every parish in the Church of Ireland.

We wish to express gratitude to Mrs Brigid Barrett for all that she does in her role as programme administrator.

During the past year Rev Adrian Wilkinson, Mr Desmond Bain and Rev Kevin Brew resigned. The members of the Working Group are most grateful for their participation and continuing commitment to the work of parish development in the Church of Ireland.

Rev Dorothy McVeigh has taken up membership of the group.



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APPENDIX N

PRIORITIES FUND

INCOME AND EXPENDITURE ACCOUNT	Year ended 31 December	
	2010 €	2009 €
<b>INCOME</b>		
Contributions from dioceses	419,620	595,581
Contributions from individuals	13,974	-
Deposit interest	1,152	2,914
Dividend income	29,295	31,392
Miscellaneous income	-	-
	<u>464,041</u>	<u>629,887</u>
<b>EXPENDITURE</b>		
Administration expenses		
Salaries and PRSI	23,024	23,129
Organiser's and Committee expenses	2,487	2,938
Printing and stationery	6,418	3,604
Postage and photocopying	615	1,278
Miscellaneous and transfers	3,036	2,498
	<u>35,580</u>	<u>33,447</u>
Grants and loans		
Ministry	116,784	131,635
Retirement benefits	2,253	3,612
Education	194,054	219,494
Community	110,367	97,430
Areas of need	68,297	24,871
Innovative ministry	53,482	20,313
Outreach initiatives	144,774	68,686
	<u>690,011</u>	<u>566,041</u>
Total expenditure	<u>725,591</u>	<u>599,488</u>
Surplus before currency exchange	(261,550)	30,399
Currency movement for year	3,849	21,472
(Deficit)/surplus for the year	<u>(257,701)</u>	<u>51,871</u>

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**PRIORITIES FUND**

<b>FUND ACCOUNT</b>	<b>Year ended 31 December</b>	
	2010 €	2009 €
<b>CURRENT ASSETS</b>		
Cash in bank	689	181
Cash on deposit	372,478	623,916
	<u>373,167</u>	<u>624,097</u>
<b>CURRENT LIABILITIES</b>		
Loan for Priorities Fund purposes	(23,760)	(16,760)
PAYE/PRSI	(4,187)	(4,119)
	<u>(27,947)</u>	<u>(20,879)</u>
<b>INVESTMENTS</b>		
Investments held by RCB in trust at cost	658,221	657,924
<b>NET ASSETS</b>	<u>1,003,441</u>	<u>1,261,142</u>
<b>FUNDS EMPLOYED</b>		
Balance at 1 January	1,261,142	1,209,271
Surplus / (deficit) for the year	(257,701)	51,871
Balance as at 31 December	<u>1,003,441</u>	<u>1,261,142</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 2010. 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 2011

**APPENDIX O**

**THE CHURCH OF IRELAND SUBMISSION REGARDING THE PROGRAMME  
FOR COHESION, SHARING AND INTEGRATION PUBLISHED BY THE  
OFFICE OF THE FIRST MINISTER AND DEPUTY FIRST MINISTER**

**Format of Response**

Section A	Introduction and Summary Response
Section B	Vision and ‘Goals’
Section C	Equality, Rights, Relations and Prejudice
Section D	Mechanisms for Implementation, Policy and Funding
Section E	Proposals for the Future – the role of the Church and a vision for genuine reconciliation
Appendix	Summary of existing policies detailed in CSI

**Section A – Introduction and Summary Response**

1. We acknowledge the publication of the Programme on Cohesion, Sharing and Integration (hereafter CSI) and welcome the opportunity to participate in the consultation that now follows. The role of the local Churches will be vital in working towards a future that seeks the dignity and respect of every individual within Northern Ireland, the reconciliation of divided communities, and the delivery of a peaceful and equitable future for all.
2. In reviewing the detail of the Programme for Cohesion, Sharing and Integration (CSI) it became apparent to us that there is much to be grateful for. We have tabled the wide range of existing policies, initiatives and projects highlighted in CSI and have attached our overview in the Appendix. As the Foreword says “*the last decade has delivered many positive changes*”, and there can be little doubt that considerable hard work has indeed been carried out and continues. Much of the detail in CSI is concerned with re-stating the existing policies and activities that cohere with the stated goals of CSI. In what can often be a fractious and difficult political and social arena, it is important not to overlook the very many progressive steps that have been taken. We wish to record our thanks and gratitude for all the work that has been done and is ongoing.

**Summary Response**

3. We find that CSI lacks an underlying ethic or ethos and a genuine vision of what our shared future might look like. In such a situation it is difficult to address specific policy areas as these are either not present or, where they are suggested, are often neither consistent nor coherent. Regrettably it appears that party politics have overtaken a genuine opportunity for OFMDFM to deliver a convincing blue print for the future.
4. The lack of consistency in CSI means that several key areas are addressed in different sections, making a ‘section-by-section’ response almost impossible. We have thus chosen to make our response in this fashion and trust that our views will

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be given the same weight and consideration as they would have been given had we completed the form supplied.

5. The inclusion of so much detail on existing policies masks the serious shortcomings that exist in CSI with regard to future goals and aspirations. It is the view of the Church of Ireland that CSI fails to articulate a vision of, programme for, or pathway to a genuine reconciled future for Northern Ireland. In our submission we highlight the following points:
  - (a) CSI seeks to promote and maintain a position of equality between two historically divided communities at the expense of community relations and reconciliation. The absence of the language of reconciliation is deeply regrettable.
  - (b) CSI reflects the party political interests of OFMDFM in securing electoral mandates from existing tribal divisions, perpetuating the failings of the past at the expense of the future.
  - (c) There is no reflection on how CSI relates to, builds upon or potentially supersedes other publications and reports that address the future of Northern Ireland.
  - (d) Whilst some of the goals in CSI are laudable, others give rise to the concerns in (a) and (b) above. Further, it is not clear if OFMDFM jointly and wholly subscribe to all of the goals stated, there is a lack of a clear timeframe for the implementation of some goals, and a lack of clarity as to whether some of the aspirations alluded to are actually goals of OFMDFM.
  - (e) In particular key areas, such as housing and education, CSI is woefully inadequate and lamentable in its lack of vision and direction.
  - (f) There is no reference to the role of victims.
  - (g) The use of language in relation to such matters as equality, rights, tolerance, and prejudice is at times incoherent and inconsistent.
  - (h) With such a lack of vision and clear goals it necessarily follows that implementation will be problematic. The options presented for implementation and funding are, unsurprisingly, lacking in clarity and detail.
  - (i) There is a consistent failing to present robust research and statistics for many of the aims and goals, and an alarming lack of research or analysis in the mechanisms to oversee implementation.
  - (j) The role of the Church and other faith based communities is largely absent, to the complete detriment of the publication and our society as a whole.

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6. We would further submit that the title itself, '*Cohesion, Sharing and Integration*', will not find its way into the public consciousness. This is regrettable precisely because the title '*A Shared Future*' was something the entire community could grasp, rather than only being accessible to those comfortable with political-speak.
7. In such circumstances we conclude sadly that CSI does not represent an adequate attempt to build towards a reconciled and shared future for the people of Northern Ireland.

**Summary Proposals**

8. As an alternative we propose the following:
  - (a) A vision of the future must be predicated on more than accepting historic divisions as unalterable, then allowing for equal but separate communities in the future.
  - (b) The aspiration for reconciliation, mutual respect, and peaceful relationships should undergird the concepts of equality and rights and how these concepts are articulated and pursued.
  - (c) The need for peace and reconciliation must always take precedence over the interests of party politics.
  - (d) An independent body, representative of the whole community, is vital in holding those in political office to account and to take a lead in promoting, training and equipping communities and individuals for the work of reconciliation.
  - (e) Seeking forgiveness for the past is vital for the healing of relationships and to enable the community to secure a peaceful future.
  - (f) There is much collaborative work that must be done, and can be done, across political and religious divides and as a Church we commit ourselves anew and afresh to this challenge.
  - (g) The language of reconciliation, forgiveness, truth, and grace articulated by, and personified in, Christ becomes the voice of our future.

**Section B: Vision and ‘Goals’**

1. We would seek clarification as to how the Programme relates to, or even replaces, a range of reports and proposals that have been published in recent years with the intent of building a better future for all. As the Programme comes from OFMDFM we feel it should be made clear if the present publication supersedes or concludes work carried out by others. In particular we draw reference to:
  - (a) The Shared Future Report – is the Programme a replacement of this Report? The Foreword seems to use the language of building a “*shared and better future*” but nowhere is the Report itself acknowledged. This lack of clarity is unhelpful.
  - (b) The Eames-Bradley Report – there is nothing to indicate whether any or all of the proposals in the Eames-Bradley Report are being addressed, dismissed or re-worked. Are these proposals no longer being considered?
2. CSI fails to articulate a genuine vision of what our future might look like. At times CSI seems to look towards a fully integrated society in housing, living environments, education, health and leisure provision. At other key moments however, the document seems to suggest a perpetuation of two equal but distinct communities, each allowing the other to co-exist, with middle-ground shared public spaces. We are somewhat confused as to what OFMDFM is seeking to achieve in our society, especially if the programme is predicated on historic divisions that will perpetuate equal but separate communities in the future.
3. If a vision of society for the future were to be articulated we believe that, in broad terms, four options might emerge on the following spectrum:
  - (a) We continue to live in a divided society. Each historic community will retain its distinct areas, perpetuating the present political landscape, further entrenching opinions, maintaining ideological walls and deeply held divisions.
  - (b) We continue to live in a segregated society in terms of housing, education, religious, political, sporting, and organisational units, but seek a better understanding of our differences and agree not to pursue violence against the other. We agree to work together for economic opportunity but continue to lead and live separate lives.
  - (c) We move beyond simply working together for economic opportunity and an agreement not to resort to physical violence. Our society moves beyond mutual respect afforded from an agreed distance and towards reconciliation in attitudes, people and places. Although not exhaustive such a vision seeks housing policies that work towards integration, changing the party political landscape that benefits presently from heavily concentrated localised voting patterns. Educational systems seek the removal of political and religious

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barriers that we have erected between our children. Our diverse cultural heritage and sporting traditions are made accessible to all. Freedom of religious belief and conscience provides for differing religious views and historic cultural allegiances to remain but honest dialogue is entered into to provide clarity and understanding as to points of difference.

- (d) We live in a harmonious unity of civic and economic opportunity. Differences are celebrated to the point where there are differences are neutralised and a unified society enjoys the same values and belief systems. Segregation on the grounds of religion, political opinion, and (crucially because the impact of this is often ignored) economic standing is eradicated, and we all live as one.
4. It is our opinion that (a) above is to be abhorred. Further, (d) lacks integrity or understanding of the freedom of the human person not only to have freedom of conscience or belief but to shape their life in a way that gives expression to that freedom. The right of the individual in this regard however, is always limited by the rights of others and the responsibilities that each individual owes to the community at large.
5. It is our reading of the consultation document that although it alludes to the possibility of (c) in its various goals and key aims, it seems in fact to settle for (b). We make this observation for the following reasons:
- (a) Para. 3.25 – 3.30 deal most extensively with mixed religion neighbourhoods. Impressive statistics are stated to indicate that 80% of people would prefer to live in a mixed neighbourhood. There is an alarming lack of clarity in the presentation of the statistic. What was the sample population? What was the breakdown between the two traditional communities? Was research spread across those living in both segregated and desegregated areas or carried out in one area alone? What for instance would the response have been in the fourteen areas identified in Belfast as being deprived and highly segregated? Two existing policies are highlighted that are making tentative steps towards mixed housing, but nothing is stated about housing policies in the Key Aims at the end of the section on People & Places.
  - (b) Integration is referred to with regard to the rights of EU citizens to live and work here (para. 7.2) but once again there is no integrated housing policy stated in the Key Aims at the end of the Section on ‘A Cohesive Community’.
  - (c) Para 3.7 indicates that 62% of people would prefer to send their children to a mixed religion school. Once again there is a lack of clarity as to the statistic. Who was asked? What was the spread between those who already send their children to an Integrated School and those who do not? What did ‘mixed religion’ actually refer to and, potentially more importantly, what did respondents think it referred to? This lack of precision in such an important arena of our present and future society in a document that seeks to chart a path

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for our future is alarming. The only inference to be drawn is that there is no appetite for implementation of a robust plan for educating our children.

- (d) Once again, although some existing practices are highlighted (paras. 3.13-3.14; 3.22-3.24) there is nothing on how OFMDFM defines 'integrated education' or 'mixed religion schools' in the Key Aims at the end of the section on People and Places. Further, there is no articulation of what the key aims or policies might be in this area. This is deeply concerning. Section 5 of CSI refers to education and the need to 'Respect Cultures', an indication perhaps of a desire to maintain segregation but with respect, rather than reconciliation.
- (e) In particular we make reference to the very recent public debate between the First Minister and Deputy First Minister on the subject matter of Integrated Education. We do not wish to see issues of education manipulated for political ends. It is clear that inferences are made in CSI welcoming integrated education but it seems equally clear that such inferences do not reflect the true and unified vision of OFMDFM. The people of Northern Ireland deserve better.
- (f) We would seek clarity from OFMDFM as to its proposals for Integrated Education, knowing that as existing stakeholders the local churches have much work to do in addressing how changes in our educational structures might



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number of themes for action over periods of time simply stated as ‘Short Term’, ‘Medium Term’ and ‘Long Term’. Yet there is no indication as to what actual timeframe is envisaged by the use of Short, Medium and Long. Without establishing clear timeframes to work towards, the entire enterprise lacks focus and public accountability.

7. We submit that much of this ambiguity and inconsistency arises due to party political expediency. Political mileage has been gained through acquiring an electoral mandate from ‘our community’. It is not difficult to see why neither the First Minister or Deputy First Minister would seek to push hard proposals that might endanger attaining such a mandate or indeed to alienate the said ‘community’.
8. There is also no indication of how these proposals are to be worked out in a geo-political region that is in itself the subject of much dispute between the two historic communities. The title ‘Northern Ireland’ is given scant recognition throughout the document, and we believe much greater consideration needs to be given to how the ultimate differing ‘goals’ for the governance of Northern Ireland impacts upon the level of Cohesion, Sharing and Integration OFMDFM actually aspires towards.
9. We welcome the statement in the Foreword that the “*whole of Government here has a role to play... (and)... we will improve the co-ordination of all Government effort*”. However, given the contradictory detail in CSI, it is not at all clear if the whole of Government will know or approve of what it is supposed to be working towards.
10. We would strongly urge OFMDFM to aspire to the sort of society envisaged in 3 (c) above. We must move beyond a mindset that aspires to nothing more than maintaining the peace between two separate communities. As a vision of our future, CSI represents a fear of moving beyond our fears into a new era that seeks to build trust, not barriers, and that seeks reconciliation over and above equality of representation.
11. As a final observation in this section, we highlight the absence of any mention of the role of victims in CSI. Both the Eames-Bradley Report and the Bill of Rights Proposals gave considerable attention to the needs of victims, either for compensation or for justice in reviewing past actions. In both processes the issues raised brought a wide range of public opinions and responses. As we move forward we must at the very least consider the role of those who suffered most during the conflict, that is hopefully in our past. It is deeply regrettable that in a consultation document proposed by the leaders of our Assembly, no mention is made of the role of victims.

**Section C - Equality, Rights, Relations and Prejudice**

1. We have significant reservations about the language used in the consultation document. It is unfortunate that it is in parts contradictory, ambiguous and, potentially forgettable. In this section we wish to draw attention to a number of concerns that arise in CSI.

***Equality and Rights.***

2. We note the variance in party political opinion on the recent proposals by the NI Human Rights Commission for a Bill of Rights for NI. The Programme states that “*we aim to build a strong community where everyone....can live, work and socialise in a context of fairness, equality, rights, responsibilities and respect*”. We would seek clarification from OFMDFM as to how they seek to interpret *equality and rights* within a Northern Ireland context. We would further seek clarification as to the role of the Programme in supporting or indeed suppressing the maximalist approach of the Human Rights Commission in its recent proposals.
3. We further question the juxtaposition in the Foreword in relation to ‘Equality’ and ‘Rights’ as seemingly compatible aspirations in building a strong community. Rights are necessarily hierarchical, with some rights being afforded preference over others in matters of social or personal dispute. It does not follow therefore that the existence of rights will lead to equality. In short, not all rights are created equal and when one right is preferred over another it may perpetuate a sense of inequality. The recognition of two or more equal communities who have access to comparable and competing rights is not a basis for good community relations. We will not succeed if Community Relations are to be considered a subset of Equality provisions. One does not necessarily lead to the other.
4. We would seek clarification as to the understanding of ‘Equality’ proposed. Is it equality of civic and economic opportunity, or is it the homogenisation of belief systems, conscience, and personal opinion. It is noted that the only reference to religious belief is entitled “*Confronting Exclusivity and Prejudice in Judaism, Christianity and Islam*” (p. 26). We greatly value all engagement in the area of faith and the exploration of the faith traditions of others in the pursuit of truth, justice and peace. Yet different faith traditions, and indeed those who claim no-faith, must be allowed to hold with integrity their, at times, exclusive belief systems without the assumption that the position of exclusivity must be ‘confronted’.
5. We observe that it is not just religious groupings that subscribe to values or ideologies that may appear exclusive to others. CSI refers to the Orange Order and GAA within the context of promoting greater understanding and respect for the other, primarily with a view to reducing attacks on their symbolic premises. As with faith based communities, there are many within both institutions who work for the good of their community and, being cross-border institutions, for Northern Ireland and the island as a whole. However, both also have a history and a cultural

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expression that might be considered by others as being exclusive and prejudicial, yet there is no stated intent or desire to challenge or ‘confront’ this. Once again the overriding concerns of maintaining electoral mandates and not alienating a supportive community or constituency appears to prevail.

***Intolerance and Zero Tolerance***

6. Again the use of language is unhelpful. A key goal which is stated is to tackle visible forms of intolerance and other forms of prejudice. Para 3.2 states that sectarianism, racism and intolerance destroy lives. Yet it is surely not too pedantic to highlight that it is important that we are intolerant of racism and sectarianism. Indeed a key goal is that we adopt a zero tolerance approach to such prejudice. It cannot therefore be the case that ‘intolerance’ in and of itself destroys lives.
7. Further, if intolerance is in context, a vice, it follows that tolerance is a virtue. Yet we do not tolerate that which we already accept. We tolerate the things or the attitudes that we do not accept, sometimes to the point of distress. To tolerate is to admit to difference and to disagreement, not necessarily to harmony and agreement. It follows that tolerating difference cannot be the same as ‘celebrating difference’ (para 3.5). Therefore to be a tolerant society, considered in this context as a virtue, may be to live with difference, not celebrate it. To celebrate difference is in some part, intellectually, emotionally or ideologically, to embrace that which we formerly understood to be ‘not us’. This may be considered a movement or even a conversion in perception and perspective, negating an idea which is often held to be virtue of modern thinking – that we can all agree to differ.
8. It is important therefore to distinguish properly between those matters that we must be intolerant of, recognising that there may be areas of difference in which tolerance itself is necessary because not al.9( of)(i)9.6(41(s)-)-1.6(le(9.6(eces)at we ca6(.9(ry b)-7.1(e)6(eces)9.6(41(Tw[3w[(((6(1(

**Section D - Mechanisms for Implementation, Policy and Funding**

1. Para. 10.2 says that the Programme must be implemented “in a new fashion that is both effective and efficient.” There is no analysis of why provisions to date have failed. Have they not been effective or efficient and if not, why not? How has this been measured? There has been no mention of the Community Relations Council in the Paper up to this point – it is referred to for first time in Chapter 11 (11.20, page 65) and, even then, there is no evaluation of its record at all. So where is the evidence base for this “new” policy?
2. We have concerns about the lack of clarity and detail in this part of the Paper. The proposed Ministerial Panel is to include representatives from a range of community organisations and the Racial Equality Forum. Who these organisations will be is not specified. There are no details of membership of the Advisory Panel (or alternatively an “arms length body”). There is also to be a Funders Group to advise the Ministerial Panel on funding issues and improve targeting and co-ordination of funding, but again scant detail on membership. There is no explanation of why the Advisory Group should not examine progress on implementation, offer advice on good relations issues, act as critical friend to Ministerial Panel and also advise on co-ordination and targeting of activity, yet all those matters are functions of the Funders Group. We ask for clarification on these issues. Our major concern, however, is that there would be no strong champion for community relations in these proposals, to hold the Executive Departments to account.
3. With regret, we must assert that we found much of the section on Policy and Funding unhelpful, as is indicated below:
  - (a) Paragraph 11.7 on Delivery of Funding refers to a successful alternative approach to the delivery of funding from the North Belfast Strategic Good Relations Programme but does not explain what it is or where it fits into the mechanisms proposed.
  - (b) Paragraph 11.13 has the first reference to churches (apart from page 26 in the context of three workshops run by The Junction on “Confronting exclusivity and prejudice in Judaism, Christianity and Islam”). We see that under Option 1, it is suggested that the church sector could be part of the Advisory Panel. We welcome that, and would be anxious to play our full part.
  - (c) Paragraph 11.18 outlines an alternative mechanism – Option 2. Instead of an Advisory Panel, Advisory Services would be obtained from one or more organisations. At this point in the Paper, there is the first mention of the Community Relations Council as one possible source of such advice. It is not entirely clear if this route would mean the exclusion of other groups, including the churches. Yet the Funders Group apparently remains unchanged.
  - (d) Option 3(a) would turn the Community Relations Council into a Non-Departmental Public Body with both advice and funding delivery functions. We presume that

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would be in place of Options 1 and 2, giving the roles exclusively to CRC, and ruling out involvement from churches. We note, however, that the Funders Group remains in position too. The paper says this proposal would require assessment to determine if the current CRC is fit for purpose. In the absence of proper analysis, any response from us would be premature.

- (e) Option 3(b) proposes taking the funding role from the newly constituted CRC/NDPB and leaving it with only an advice role. There would then be a new body or bodies for funding delivery, but with the Funders Group retained as well. The Paper speculates that a dual role for CRC may lead to lack of focus and compromise quality, but no evidence is provided. There is no information on what other bodies would have the funding role. OFMDFM would manage the contracts involved. We would question the need to add layers of bureaucracy, especially with the current financial pressures.

**Section E - Proposals for the Future – the role of the Church and a vision for genuine reconciliation**

1. We regret the virtual absence of acknowledgement of the work of the Churches and other Faith Based Communities in the document. We recognise that the divisions in our denominations within the Church have contributed to the divisions in our society. However, at institutional and local levels, churches have played a vital role in building peace and community. Churches continue to be the single biggest provider of services to young people, with improving opportunities for young people clearly identified in the report as a key aim. In addition, local churches do much to provide care and support for the most vulnerable in our societies, as well as having walked quite literally beside the dying, the grieving and the suffering during our decades of conflict.
2. It is clear that churches have an absolutely vital role in shaping our future. In doing so we need to contribute by acknowledging the failings of our past and indeed the potential for preserving some of the existing status quo as being in our own selfish 'best-interests'. With this in mind we wish to affirm the recent proposals outlined by the Archbishop of Armagh at the Armagh Diocesan Synod on 12<sup>th</sup> October 2010. These have been adapted for the purposes of this response but in summary the approach and commitment of the Church can be set out as follows:
  - (a) The first condition that needs to be met in the process leading to reconciliation is the open recognition that we have, in fact, allowed ourselves, in our various denominations, to be instruments of division, patient of or apologists for actions and attitudes incompatible with the teachings of God in Christ Jesus. While we cannot change the past we can and should regret and repudiate evil actions perpetrated against other people in the name of our religious tribe. Much as we might wish to, we cannot re-write history but we should never hide from past offences, especially when they have been offences in respect of which we, as churches, have been, historically, consenting. We can and should

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seek to rid ourselves of unacceptable attitudes or actions that are our contemporary legacy from conflicts of the past. The standards of the past are not those of the present. In refusing to be imprisoned by the past, yet recognising the sin, we can and should start afresh.

- (b) It is therefore no longer enough for the churches in Northern Ireland to behave merely as polite neighbours engaged in discussions which rarely have tangible outcomes. To borrow the imagery of St Paul, setting aside what lies behind, we must strain forward to what lies ahead, pressing on towards the goal for the prize of the upward call of Christ. [Phil. 3.13b-14] We need to consider, as churches, what work we ought to do together to make fruitful and concrete the goal of a reconciled society. For example:
  - (i) The churches, which already provide most of the work with children and young people in Northern Ireland, and which share training programmes through Youthlink, must consciously sit down together, collaboratively to harmonise, resource and support each other at grass roots level. We need to examine how the contribution of the churches could be improved, enhanced and extended on the basis of “shared future” principles and incorporating the highest possible standards for the safeguarding of young people.
  - (ii) The churches already, independently, make a highly significant contribution to the well being of the elderly and vulnerable in our society. We now need an audit of everything that falls into such a category, first to evaluate the work already in hand, and second to coordinate, extend and enhance such work for the future on a consciously cross community basis. Where particular churches do things well, or have expertise and capacity that others do not have, these should be shared, duplication reduced and standards enhanced.
  - (iii) The churches, and especially the four largest churches, are already major stakeholders in the provision of education at primary and post primary levels. Schools already collaborate with one another, to greater or lesser extents, through Area Learning Communities and the like. However, it remains a common perception that educating children separately tends to reinforce sectarian division. The Controlled and Voluntary Grammar Sectors are open to all children regardless of religious affiliation but have largely a “Protestant” ethos; the Catholic Maintained Sector, likewise, is open to non Roman Catholics but is committed to a Roman Catholic ethos. Many parents want schools with a Christian ethos but they want their children to have a wider experience, and a wider respect, for traditions other than their own. They also want their children to grow up enjoying the company and friendship of children from a variety of Christian traditions. We can respond to those aspirations by setting out to create the links that have the power to draw separate institutions into an ever closer relationship of collaboration, respect and affection. Where new schools are required, we can work together with imagination and creativity to offer a shared Christian vision to enhance the educational experience of

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children in our schools. Although the voices of secularists are strident we are not yet (and we submit never will be) a secular society. Patterns of faith are changing but faith itself is not in decline, quite the opposite. Our children deserve and need the rich and distinctive colours that each tradition brings to an understanding of the tapestry of the world that is God's and the society that God calls us to serve and shape in his name.

### **Towards an Ethic for a Truly Shared Future**

3. We believe that we have an opportunity in this moment to build from and towards the common humanity that we all share. This will require an agreed value basis on which to build and to which all can subscribe, and a commitment to taking the difficult and costly steps to see these values lived out in Northern Ireland.
4. We have, in our submission, highlighted the inconsistent use of language that permeates the goals and the underlying value basis of CSI. In both the Church and in the world, how we use language is critically important. Language that is used to deceive, to manipulate, to cause or maintain division must have no part in the vocabulary of the future. We need a new voice that is willing to articulate the language of reconciliation, of forgiveness, of truth and of grace. It is this voice that will present a vision of genuine hope, that will converse over difficulties and disagreements, will define and direct policy decisions and the path to get there. We urge OFMDFM to speak with a united voice, providing the people of Northern Ireland with a hope and a vision that seeks to heal the wounds of the past, acknowledges the difficulties of the present, and looks towards a reconciled future.
5. The voice of the Church has not always been an instrument of healing and hope. We acknowledge this and we need to move on from this. To 'remember' is not, analogically, the opposite of 'to forget', but rather the opposite of 'dismember'. In remembering the language of Jesus Christ we seek not simply to forget our past but to see our lives and our society made whole. We offer the language of Christ to shape our lives, our society, our values and policies. So we submit that:

#### ***For a truly shared future every policy and initiative must ask:***

- ***will this value and esteem the marginalised, the broken and the weary?***  
*Blessed are the poor in spirit, for theirs is the kingdom of heaven.*
- ***will this bring about justice and show compassion to victims and their families?***  
*Blessed are those who mourn, for they will be comforted.*
- ***will this ensure that territory and space is not dominated by the strong and violent?***  
*Blessed are the meek, for they will inherit the earth.*

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- ***will this seek out, resource and value individuals and groups who look to build relations, rather than simply appeasing those who might destroy them?***  
*Blessed are those who hunger and thirst for righteousness, for they will be filled.*
  - ***will this help to bring about forgiveness for the hurts and legacy of the past?***  
*Blessed are the merciful, for they will be shown mercy.*
  - ***will this seek a genuine and honest peace, placing integrity and people above party and political advantage?***  
*Blessed are the pure in heart, for they will see God.*
  - ***will this move us beyond a culture of violence and the conditions that give rise to violence to one of reconciliation that seeks wholeness for individuals and communities?***  
*Blessed are the peacemakers, for they will be called sons of God.*
  - ***will this seek right relationships and genuine reconciliation rather than settling for 'benign' accommodation?***  
*Blessed are those who are persecuted because of righteousness, for theirs is the kingdom of heaven.*
6. These are critical questions that we must ask ourselves if we are to find a future that all might share in. We submit that the present consultation, whilst highlighting a range of initiatives that seek to address some of the above, does not adequately address these questions. Further, we submit that the consultation does not provide our divided community with a unified basis or agreed set of values for moving forward and, as a consequence, is lacking in any unifying vision for our future. We offer our views and opinions in this consultation in a genuine attempt to be part of



**Appendix – Identification of Existing Programmes and Policies outlined in the Programme for Cohesion, Sharing and Integration**

<b><u>Paragraph</u></b>	<b><u>Department / Agency</u></b>	<b><u>Existing Programme / Policy</u></b>
<i>Relations between Good Relations and Other Key Policy Areas</i>		
1.4-1.9; 1.12	Northern Ireland Act 1998	Section 75 – Equality of Opportunity Provisions; Immigration and Asylum issues for UK Government
1.10 – 1.11	Racial Equality Strategy for Northern Ireland 2005 – 2010	
<i>Shared Workplaces</i>		
3.9	Equality Commission	Promoting diversity in workplace and developing harmonious working environment
3.10 – 3.11	NICS	Commitment to equal working environment
<i>Education</i>		
3.13	Department of Education	Statutory Duty to encourage and facilitate development of integrated education
<i>Health &amp; Leisure</i>		
3.19	Dept of Health, Social Services and Public Safety	Investing for Health strategy for health issues facing people in areas impacted most by conflict
3.21	Dept of Culture, arts and Leisure	NI Strategy for Sport and Physical Recreation 2009-2019 supporting cross community projects
<i>Participation in Further Education</i>		
3.22	Dept for Employment and Learning	Learner Access and Engagement Pilot Programme
<i>Places</i>		
3.29 – 3.30	Department for Social Development	Twin Track approach for new build and existing social housing programmes. Promotion of mixed tenure and how best to accommodate those who wish to live in mixed religion neighbourhoods
3.32	2005 Flags Protocol	Established by OFMDFM but recognised as needing updating
3.33	Arts Council for NI	Re-Imaging Communities – enhancing physical and natural environment, removing displays of sectarian aggression
3.37-3.39	Dept for Social Development	City and Town Centre Master Planning Programme
3.40	Dept for Regional Development	Revised Regional Development Strategy setting out guidance on strengthening community cohesion, community spirit, and importance of city and town centres as shared spaces
3.41	Dept of Agricultural and Rural Development	Funds 75% of Rural Community Network, rural Support Networks and NI Rural Women’s Networks that promote community relations
<i>Empowering Next Generation</i>		
4.6	Department of Justice	Aspiration of taking lead in reducing risk of young people engaging in hate crime
4.7 – 4.10	Department of Education	Development of Community Relations, Equality

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		and Diversity in Education policy; Acts as Managing Agent for International Fund for Ireland's Sharing in Education Programme
4.12	Department of Employment and Learning	Study on those Not in Education, Employment or Training
<i>Respecting Cultures</i>		
5.6 – 5.8	Department of Education	Citizenship Education Element in Revised Curriculum; Local and Global Citizenship at post-primary level
<i>Symbolic Premises &amp; Cultural Expression</i>		
5.13 – 5.14	OFMDFM	Consultation Paper on Public Assemblies, Parades and Protests on 20 April 2010
5.16	Department of Culture, Arts and Leisure	Regional or Minority Languages Strategy (yet to be agreed)
5.18 – 5.19	ArtsEkta / OFMDFM	Artistic led celebration of ethnic culture and creativity
5.21	Department of Culture, Arts and Leisure	Cultural diversity budget towards existing Executive Programme to promote tolerance, inclusion and health and well being'. (seek to review and align with Programme for CSI)
5.23 – 5.26	Community Festivals Fund 2006	Recognising festivals and their positive contribution; Example given of Orangefest – 5.26.
<i>Tourism</i>		
5.32	Dept of Enterprise, Trade and Investment	Draft Tourism Strategy for Northern Ireland to 2020
<i>Secure Community</i>		
6.5 – 6.6	Department of Culture, Arts and Leisure	Promotion of Libraries / Museums as Shared Spaces;
6.7	NI Environment Agency	Provides access to range of shared sites and properties
6.8	Dept for Social Development	Funding for Public Realm Schemes
6.9 – 6.11	Dept for Social Justice	Targeting anti-social behaviour; Development of new Community Safety Strategy (in alignment with Programme for CSI)
6.12 – 6.13	Community Safety Partnerships and District Policing Partnerships; PSNI	Proposed new Crime Reduction Partnerships
6.14	Dept of Justice	Chairs Hate Crime Action Group
6.14 insert	Unite Against Hate	Support of local celebrities, sports, and others
6.15	Justice Bill (to be introduced in 2010/2011 Assembly Term)	Addressing sectarian behaviour at spectator sports
6.20	Regional Transportation Strategy (2002 – 2012)	Under review and will revolve around economic, environmental and societal themes
6.21	Integrated Transport Plans	Related to Translink and Transport Hub in Belfast
6.22	Department for Social Development	Range of schemes, eg. Executive's Neighbourhood Renewal Strategy
<i>Cohesive Community – Reaching Out and Being Inclusive</i>		

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7.6	Dept of Health, Social Services and Public Safety	Equality, Good Relations and Human Rights Strategy and Action plan – promoting equality, good relations and human rights within health and social care system
7.7	Dept of Health, Social Services and Public Safety	Embracing Diversity – Good Practice Guide for Health Sector Employers launched in 2004
7.8 – 7.9	Dept of Health, Social Services and Public Safety & Equality Commission for NI	Racial Equality in Health and Social Care & NI Health & Social Care Interpreting Service
<i>Embracing Difference and Celebrating Cultural Diversity</i>		
7.12	Minister of Education	2008 Cross-Sectoral Taskforce on Traveller Education to be presented to Dept of Education by Dec 2010
7.14	Dept for Employment and Learning	Leads sub-group of Racial Equality Forum to help meet needs of migrant workers and those who employ or advise
7.15	Employers and Trade Unions	Anti-racist Workplace Week (Programme for CSI to draw together this work)
7.19	Dept of Enterprise, Trade and Investment	Development of Social Economy Enterprise Strategy 2010-11
<i>Supporting Local Communities</i>		
8.3 – 8.4	District Council Good Relations Programme	Role of local Councils in meeting local needs

**APPENDIX P**

**PURPOSEFUL RE-ORGANISATION  
THE BOARDS, COMMISSIONS AND COMMITTEES OF THE GENERAL SYNOD**

**A communication from the archbishops and bishops of the Church of Ireland**

The proposals set out below will be seen by some as radical and controversial. They are meant to provoke discussion that could lead to renewal and a fresh focus on the central committee work of the Church of Ireland overseen by the Standing Committee and reported to the General Synod. A fresh vision, drawn from the shared perspectives of the bishops of the Church of Ireland, offering a design for the way we approach those areas of work which may be described as having a missional rather than a governance function. Broadly this distinction may be described as follows:

- governance – those constitutionally related to the oversight and/or legislative work of the General Synod, the Representative Church Body or the Clergy Pensions Fund; and
- missional – those committees which, from time to time, support more directly the mission related activities, needs and priorities of the Church of Ireland.
- For the purposes of this paper “central committees” are not taken to include the bishops’ meetings, the governance structures of the Theological Institute, the Bishops’ Selection Conference, bodies dealing with sector ministry and chaplaincies, Reader ministry or continuing ministerial development, even though these areas of activity are currently supported financially, in whole or in part, by central funding provided through the Allocations process or the Priorities Fund.

The objective of these proposals is to provide a considered and focused address to the mission priorities of the Church of Ireland rather than continuing to approach the work of the Church at central level in a piecemeal and ad hoc fashion. The intention is also to simplify the arrangements for the work of committees and enhance accountability. This is emphatically not an exercise in “slash and burn” prompted by current financial circumstances, rather it is a response to the contemporary needs of the mission of God in the Church of Ireland and to the calls for committee re-structuring that have been i( h)-12.2(( h)-12.4(io)-m4( f)10.7(o)-0.5 )6.8(c)10.46Irela (3(mmi)-c f)107.8(e)-d3

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2. In order to achieve this – to create space for fundamental re-alignments – all existing committees, commissions, councils and working groups, whether or not referred to specifically below and apart from those required to exist in response to statutory responsibilities, (specifically in the fields of governance, pensions, management, discipline and public education,) should be “stood down” with effect from a date to be determined. No new initiatives should be proposed by existing committees and existing work should be curtailed or brought to a rapid conclusion as soon as practicable.
3. Three new divisions should then be created each with a small core group or “oversight directorate” with strong representation, including representatives of the bishops and the Honorary Secretaries, and each with a brief defined by the appropriate section of the triune mission statement of the Church of Ireland and submitted to the Standing Committee for ratification or amendment. In consultation with the Standing Committee each core group would then become responsible for identifying and prioritizing the key tasks to be undertaken in the respective divisions. It may be prudent to provide that a review of priorities for key mission tasks be undertaken on a regular six yearly basis, i.e. after every second triennium. Such a provision in no way prevents more frequent review if deemed appropriate by either the Standing Committee or a core group.
4. The three divisions are identified as follows:
  - a. Worship and Spiritual Growth
  - b. Unity and Dialogue
  - c. Living God’s Kingdom and Serving the World
5. The creation of policy and proposals for action on the hoof and in an ad hoc fashion has characterized the genesis of many committees and working groups in the past. This practice should be avoided in future. Proposals for new initiatives deriving from individual members of Standing Committee or elsewhere (other than by resolution of the General Synod) should first be scrutinized by the core group of the relevant division and then reported back to the Standing Committee for resolution.
6. In respect of the existing committee structure, the three divisions may embrace, but not be confined to, work undertaken in the past by the following bodies:
  - a. Worship and Spiritual Growth:
    - i. Liturgical Advisory Committee
    - ii. Council for Mission
    - iii. Commission on Ministry
    - iv. Parish Development Working Group
    - v. The above thus bringing together mission and ministry and linking those things to liturgy and worship. One of the obvious cross cutting themes here is that of catechesis (see below at c.)

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- b. Unity and Dialogue
    - i. Commission on Unity and Dialogue
    - ii. Covenant Council
    - iii. Bishops' Advisory Commission on Doctrine
    - iv. Representatives of other churches including Roman Catholic, Methodist and Presbyterian together with an ICC representative
  - c. Living God's Kingdom and Serving the World
    - i. Church in Society/BSA (NI)/Theology and Social Action/BSR(RI)
    - ii. Marriage Council
    - iii. Youth Department
    - iv. Children's Ministry
    - v. The question needs to be asked: Why are ministries to children, young people and married couples not addressed together and treated coherently? Is there a case for focusing upon "catechesis" across the age ranges but especially in these related and, arguably, inseparable categories? (See above at a.)
    - vi. Bishops' Appeal (perhaps re-branded as something like "The Church of Ireland World Relief and Development Appeal")
    - vii. Hard Gospel Implementation Group
7. Two major committees fall outside these groupings and proposals in respect of these are set out below. They are:
- a. The Priorities Fund Committee; and
  - b. The Central Communications Board and its committees
8. The centralized distribution of monies contributed to the Priorities Fund should be re-evaluated recognizing that the principle rationale for the setting up of the Priorities Fund was to provide for training for ministry. Therefore, after considering the requirements of training, 60% of the remainder should be redistributed to the dioceses to enable Diocesan Councils to oversee allocations within each diocese and to ensure that such allocations conform to priorities inspired by the overall vision for mission articulated for the Church of Ireland as individually interpreted in each diocese. The remaining 40% should be made available through the Standing Committee for projects directed by the Standing Committee where such projects have a reach or impact across the whole Church of Ireland. The particular commitment to the financial support of training for ministry is re-stated.
9. The Central Communications Board and two of its committees – Internet and Broadcasting - should be disbanded. Communications should be seen as a support service provided "in house" through the Head of Synod Services and Communications. Each of the three divisions proposed above should be required to give consideration to what requires to be communicated and seek advice and support from the Communications team in identifying and achieving its aims. If the Head of

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Communications feels in need of strategic guidance, the matter should be brought by the Honorary Secretaries to the full Standing Committee for determination.

10. The Literature Committee should remain to advise the Standing Committee on proposals for publications. Management of and allocations from the General Synod Royalties Fund should be overseen and controlled by the Standing Committee.

### **Why is all of this necessary?**

It is necessary for several reasons:

- To attempt to implement a greater level of integration and coherence, replacing a culture of fragmentation and division in our committee structure.
- To provide a clean sheet upon which each newly created division may establish priorities for action appropriate to the circumstances of Ireland and the Church of Ireland beyond 2010.
- To provide for a new way of working based upon identifying key tasks and desired outcomes and delegated to small, focused working groups established for a clearly specified and carefully bounded task. The tracking of progress to completion will be enabled thereby. When a task is completed the working group would be dissolved.
- To provide a framework for budgeting. The aim should be to require each division to make a “global” budgetary bid and then to direct allocations from its global budget towards the activities that serve that division’s internally agreed priorities. Such priorities to be discussed in detail within the division and presented to the Standing Committee for affirmation before moving to the stage of budget application and subsequent implementation.

There should be an expectation that communication by email and teleconferencing will be a preferred way of working in all appropriate circumstances. The equipment to enable this should be made available at selected hubs. For environmental, as well as for economic reasons, there should be developed a culture that seeks to avoid unnecessary or wasteful travel. These considerations should not, however, be allowed to hamper the achievement of the best outcomes possible for the mission of God in the Church.

Care will need to be taken to minimize the expectation of servicing and administrative support by the staff of Church of Ireland House. Divisions and working groups should aim either to service themselves from within their membership or provide for the acquisition of administrative and/or research support in accordance with pre-agreed budgetary provision.

Although it is too early fully to determine such things, it is suggested (see above) that each division should be overseen by a relatively small but highly focused core group or “oversight directorate” able to engage in a concentrated address to the establishment of priorities for each division and responsible for articulating those priorities in Standing Committee. There should be an expectation that the agenda of the Standing Committee should provide for reporting and scrutiny of divisional issues on a regular basis. More direct responsibility should devolve upon the Standing Committee so that the work of the three divisions may be “owned” and

#### Standing Committee – Report 2011

tracked. Standing Committee would, in effect, take responsibility for strategic decision making, under the guidance of each core group or “oversight directorate”, with informed and, perhaps, more leisurely debate undertaken on the basis of strategic issues notified to the Standing Committee for resolution.

There is a clear implication that more and not less business will be disposed of by the Standing Committee and that therefore more time should be allocated for that purpose. There is no reason, in principle, why the business of the Standing Committee should not continue into the afternoon of each day of meeting. The business could then be divided between a session devoted to routine business and a session devoted to the discussion of strategic issues. The key objective of enhancing transparency and accountability would then be met. Furthermore, the valuable time of members would be better utilized and the cost of meetings better justified.

The archbishops and bishops of the Church of Ireland commend these proposals to the Standing Committee.

#### **PURPOSEFUL RE-ORGANISATION A POSSIBLE STRATEGY FOR IMPLEMENTATION**

The bishops asked the Bishops of Down and Dromore and of Cashel and Ossory to recommend a strategy for bringing about the implementation of the proposals for re-organisation. The following is commended to the Honorary Secretaries for information and comment.

The strategy proposed is as follows:

1. Inform and persuade the Honorary Secretaries.
2. Provide for a special meeting of the Standing Committee – perhaps in April 2010.
3. Inform the RB that there are no negative budgetary consequences in the proposals under consideration.
4. Set out the proposals in the Primal Address to the General Synod.
5. 2010-11 persuade existing committees of the need for change
6. General Synod 2011 – take decision to wind down committees and have the new model in place by 2012



**APPENDIX Q**

**Submission from Representative Church Body to Standing Committee November 2010  
Minimum Approved Stipend – Annual Review Process**

As indicated in the report of the Representative Body to the General Synod 2010 a review of the timing and implementation of the annual review of Minimum Approved Stipend (MAS) was promised due to consistent concerns having been raised at how changing economic circumstances can make decisions on MAS levels inappropriate by the time they are implemented.

Accordingly the Standing Committee is now asked to consider the following proposal for a revised timing and process for arriving at MAS levels, which has been prepared by the RB Stipends Committee and approved by the RB Executive Committee and the Representative Church Body:

- Statistical data to 30 June to be used.
- RB Stipends Committee to meet in late August/early September to consider MAS levels for the following January.
- RB Executive Committee members to consider recommendation of Stipends Committee and make proposal to September meeting of RCB.
- September meeting of RCB (to be held in morning) to consider Executive Committee proposal and make recommendation to Standing Committee of General Synod.
- September meeting of Standing Committee (to be held in afternoon) to ratify, on behalf of General Synod, recommendation of RCB.
- MAS to be implemented in following January.
- MAS as implemented in January to be reported to General Synod in that year.

**Recommendation to the Standing Committee**

The Standing Committee is asked to consider:

1. Bringing legislation to the General Synod in 2011 to amend Section 51(1) of Chapter IV of the Constitution to enable the Standing Committee to determine MAS levels on behalf of the General Synod.
2. Agreeing to hold future September meetings of the Standing Committee in the afternoon to allow for the new sequence of recommendation/ratification, on the understanding that the Representative Church Body would make a corresponding amendment to its By-laws to provide for its September meetings to be held in the morning.

**Notes**

- Under the current system a recommendation is arrived at by the Stipends Committee in January, considered by the Executive Committee in February and the RCB in March, recommended to the General Synod in May and implemented the following January.
- The proposed new sequence of events would significantly reduce the delay between the decision on MAS levels and the date of implementation.
- In arriving at the proposal it was noted that a movement of the MAS implementation date away from January each year would cause diocesan and central Church budgetary and administrative difficulties.

**APPENDIX R**

**WORKING GROUP ON DISABILITY**

**Membership**

Rev Dr Judith McGaffin (Chairperson)

Mrs Joan Bruton

Mr James Clarke

Rev Canon William Murphy

Mr Ian 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 AWARENESS SUNDAY**

This is the seventh such Sunday in the Church of Ireland calendar. This year resources were sent to all parishes in the Church of Ireland to help them celebrate *Disability Sunday* on the third Sunday in November. For the first time all these resources were also posted on the Church of Ireland website. Again the evaluation of the event was positive, with continued requests for more information and resources to be sent to parishes in future years.

**3. MINISTRY TO DEAF PEOPLE**

The group continues to work with the Rev Canon William Murphy and other agencies with expertise in this area of ministry to raise awareness and to provide services to deaf people.

**4. NEW MEMBERS**

The working group are delighted to welcome the Rt Rev Trevor Williams, Bishop of the Dioceses of Limerick and Killaloe onto the membership. Other members are currently being sought.

**5. WORKPLAN**

The working group are currently redrafting the terms of reference in order that the work of the group continues to be relevant to changing needs.

The working group is working with synod officers to look at how the General Synod can most effectively address issues relating to disability at future general synod venues

A mapping exercise in relation to how the disability working group relates and communicates with other Church committees is underway.

The working group is in contact with the Church of Ireland Theological Institute to discuss how the issue of disability can be included in a meaningful way in the curriculum for ordinands.

A workplan for the 2011 – 2014 period will be developed by the disability working group in order to focus effort and continue to promote inclusivity.

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**APPENDIX S**  
**STANDING COMMITTEE**  
**RECEIPTS AND DISBURSEMENTS ACCOUNT**

	Notes	2010 €	2009 €
<b>RECEIPTS</b>			
Representative Church Body		648,331	758,033
Deposit Interest	2	11,171	12,854
Royalties Fund Income		22,331	22,252
Grants/Contributions		20,611	90,920
Adjustment to Opening Balances		5,569	(2,083)
		<hr/> 708,013	<hr/> 881,976
<b>DISBURSEMENTS</b>			
Ecumenical and Anglican Organisations	3	116,673	144,146
Central Communications Board	4	130,241	127,147
Grants paid to Church Organisations			
- General Organisations		-	26,123
- To Support Allocations – Royalties Fund		75,000	75,000
Church of Ireland Marriage Council		12,414	11,346
Royalties Fund Expenditure		10,990	66,777
The Church in Society		4,332	5,350
The Hard Gospel		2,100	37,132
Safeguarding Trust		4,453	7,938
		<hr/> 356,203	<hr/> 500,959
<b>EXPENSES</b>			
Facilities provided by RCB		258,065	279,906
General Synod Expenses	5	46,462	33,377
Miscellaneous Expenses	6	50,780	52,222
		<hr/> 355,307	<hr/> 365,505
(Deficit)/surplus for year		<hr/> (3,497)	<hr/> 15,512
Refund excess allocation to RCB		(64,890)	(152,280)
Balance 1 January		573,506	701,424
Currency translation adjustment		1,468	8,850
		<hr/> 506,587	<hr/> 573,506
<b>FUNDS EMPLOYED</b>			
Cash on Deposit	7	<hr/> 506,587	<hr/> 573,506

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ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Receipts and Disbursements Account for the year ended 31 December 2010. 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 2011

Notes to the Accounts

1. Foreign currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2010, €1 = £0.8607 (2009: €1 =£0.8881).

	2010	2009
	€	€
2. Deposit Interest		
- Royalties Fund	11,171	12,495
- The Hard Gospel	-	359
	<u>11,171</u>	<u>12,854</u>
3. Ecumenical and Anglican Organisations		
- Anglican Consultative Council	43,582	52,892
- Churches Together in Britain and Ireland	12,780	22,805
- Irish Council of Churches	20,820	20,178
- Irish Inter-Church Meeting	10,157	9,843
- Irish School of Ecumenics	8,440	10,550
- World Council of Churches	4,420	8,840
- Conference of European Churches	8,133	7,882
- Delegates' expenses (travel/conferences)	8,341	11,156
	<u>116,673</u>	<u>144,146</u>
4. Central Communications Board		
- Press Office	108,242	109,886
- Broadcasting Committee	2,698	901
- Internet	14,151	12,745
- Liturgical Advisory Committee	5,150	3,615
	<u>130,241</u>	<u>127,147</u>

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	31 December	
	2010	2009
	€	€
5. General Synod Expenses		
-Venue and Facilities	46,462	33,377
	<u>46,462</u>	<u>33,377</u>
6. Miscellaneous Expenses		
- Working Group on Disability	-	1,196
- Parish Development Working Group	14,198	30,604
- Publications & Printing	1,215	7,804
- Honorary Secretaries' expenses	10,148	10,302
- Porvoo Communion	2,976	1,016
- Historiographer's Expenses	2,000	1,300
- Board of Social Action	19,170	-
- Minor expenses of committees	1,073	-
	<u>50,780</u>	<u>52,222</u>
7. Cash on Short Term Deposit		
- Royalties Fund	446,968	502,206
- Hymnal Revision	1,496	1,450
- Other Account Balances	58,123	69,850
	<u>506,587</u>	<u>573,506</u>

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**GENERAL PURPOSES FUND**

<b>INCOME AND EXPENDITURE ACCOUNT</b>	<b>Year ended 31 December</b>	
	2010	2009
INCOME	€	€
Interest and Dividends	1,034	1,110
Venerable E Colvin Bequest	23	24
	<u>1,057</u>	<u>1,134</u>
EXPENDITURE		
Equipment	-	824
Legal and other costs	17,779	-
	<u>17,779</u>	<u>824</u>
(Deficit)/surplus for year	(16,722)	310
Balance 1 January	35,222	34,901
Currency translation adjustment	-	11
Balance 31 December	<u>18,500</u>	<u>35,222</u>
FUND ACCOUNT		
Investments	18,488	18,494
Cash	12	16,728
TOTAL NET ASSETS	<u>18,500</u>	<u>35,222</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2010, €1 = £0.8607 (2009: €1 = £0.8881).

**ACCOUNTANTS' REPORT** The Standing Committee is responsible for preparing the Income and Expenditure Account and the Fund Account for the year ended 31 December 2010. 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 2011

**BOARD OF EDUCATION OF THE GENERAL SYNOD  
OF THE CHURCH OF IRELAND**

The aims of the General Synod Board of Education are to:

- define the policy of the Church in education, both religious and secular and, in promotion of this policy, to take such steps as may be deemed necessary to co-ordinate activities in all fields of education affecting the interests of the Church of Ireland;
- maintain close contact with government, Diocesan Boards of Education, and other educational and school authorities with a view to the most efficient and economical use of resources including funds, transport facilities and teachers;
- study any legislation or proposed legislation likely to affect the educational interests of the Church of Ireland and take such action with respect thereto as it may deem necessary;
- deliberate and confer on all educational matters affecting the interests of the Church;
- make such enquiries as it shall deem to be requisite and communicate with government authorities and all such bodies and persons as it shall consider necessary.

**A. Board of Education (Republic of Ireland)**

**AIMS**

- shall have power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an educational partner to the Department of Education and 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:**

- Personalia
- Submissions to the Department of Education and Skills
- *Follow Me* Religious Education Programme
- R.E. Qualification for CICE Graduates
- Transport Scheme D
- Modern Languages in Primary Schools Initiative
- RE Reference Group

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- School Closure (Primary)
- RE at Second Level
- Issue of Patronage in Ashton Comprehensive School, Cork
- Involvement in new Community Comprehensive School, Gorey, Co. Wexford.
- *Safeguarding Trust*
- Garda Vetting
- Conferences
- Grants

### **Personalia**

Dr Ken Fennelly took up the post of Secretary to the General Synod and Republic of Ireland Boards of Education in April 2010 in succession to Rev Canon John McCullagh. Dr Fennelly has previously held posts in The National University of Ireland Maynooth (NUIM) and DIT and has completed doctoral research on the topic of the provision and future of Protestant education in the Republic of Ireland.

The Board is extremely grateful to Ms Jennifer Byrne, Education Administration, who acted as Secretary during the intervening period of Canon McCullagh's departure and Dr Fennelly's arrival.

Ms Mary Coughlan, TD was appointed Minister for Education and Skills in May 2010, in succession to Mr Batt O'Keeffe, TD. The Board wished the Minister well on her appointment. The Minister was also appointed Tánaiste. Following the Minister's appointment, the Department's name was changed to The Department of Education and Skills.

Mr Ruairí Quinn, TD was appointed Minister for Education and Skills in March 2011. The Board wished the Minister well on his appointment.

Mr Pat King was appointed General Secretary of the ASTI in succession to Mr John White. The Board wished Mr King well on his appointment.

Ms Sheila Nunan was appointed General Secretary of the INTO in succession to Mr John Carr. The Board wished Ms Nunan well on her appointment.

### **Submissions to the Department of Education and Skills**

The Board made a number of submissions to the Department of Education and Skills (DE&S).

Two submissions were made on *the Report of the Commission on New School Accommodation*. This report envisages a shared campus arrangement where two or three individual schools might share one site and a connecting building. While this is prudent in that it would avoid duplication, reservations were expressed about how it would work in practice and what ethos safeguards would be put in place. Following the submissions and further meetings with the DES, a redraft was circulated which allayed some of those concerns. This report is a significant policy development in the field of primary school provision and may well be of interest to Church of Ireland and Protestant primary schools in the future.



***Follow Me* The Primary Religious Education Programme**

The Committee set up to look at the development of the *Follow Me* RE Programme has now completed its work. Revised infant Teachers' Books were published and distributed free of charge to schools in September. The Board is very grateful to Ms Jacqui Wilkinson and the Committee for their work in this area over the past number of years. A working group will be established to examine ways in which religious education at primary level can be developed into the future.

**Religious Education Qualification**

The Certificate in Religious Education is now in place in the Church of Ireland College of Education. The current second years students will complete module four by June 2011. An intensive summer course will be offered to third year students in 2010/11 following the completion of summer examinations. The current first year students have just commenced module one. The graduation class of 2010/11 and onwards will hold the Certificate. The Certificate is offered to students on a voluntary basis.

**Transport Scheme D (primary)**

The number of qualifying families stands at 337 and grants totalling €178,249 for the school year 2010/2011 were received from the Department of Education and Skills (DE&S) at the end of December 2010. Payment to families was therefore delayed until January 2011.

Cutbacks in funding and also the moratorium on staff appointments within the DE&S continue to impact on the scheme in terms of responses to queries and applications. It is very important that applications are made as soon as possible after enrolment. A small auxiliary transport fund, managed by the Board, still exists to provide one-off grants for Church of Ireland families who are experiencing exceptional short-term transport difficulties.

**Modern Languages in Primary Schools Initiative**

The outlook for modern languages in Primary schools is looking somewhat uncertain with a reduction in the co-coordinating team from eight to five persons. There are now 527 schools in the initiative and training is still continuing and within budget despite the reduction of resources.

Recent media coverage has indicated that Irish primary schools have the lowest level of foreign language tuition in Europe. Ireland has no official National Language in Education Policy. In fact, Ireland is the only European country where a modern foreign language is neither a compulsory subject nor a core curriculum option.

The team is determined to continue this initiative and involve new schools. Clustering of schools as a result of a restructuring of school support and regional allocation is proving very successful and the website is to be developed further with a focus on Best Classroom Practice and European Language Portfolio implementation.

**Religious Education Reference Group**

The Board is grateful to Rev Canon Horace McKinley who represented the Church of Ireland on the Religious Education Reference Group until the appointment of a new Secretary.

#### **School Closure – Arva**

It was with regret that Arva NS, Co. Cavan was forced to close. Despite heroic efforts made over a number of years, falling numbers to the point below that which is deemed to be a sustainable school had been reached. The Bishop of Kilmore (Patron) wishes to record his thanks to all who were associated with the school.

#### **Religious Education at Second Level**

The APCK raised concerns which were brought to the attention of the Board, that secondary school textbooks for both the Junior and Leaving Certificate curricula were inadequate on the topic of the Church of Ireland and Protestant Churches and portrayed the Churches in only a superficial and, in some textbooks, an erroneous way. In an attempt to address the problem in the short term, APCK information leaflets were distributed to every second-level school in the State. The response was very positive. In the longer term, a working group of RE teachers and the Secretary has been established with a view to liaising with the textbook publishers and re-writing the relevant section of the textbooks.

#### **Patronage of Ashton Comprehensive School**

The Bishop of Cork, Cloyne and Ross has agreed to enter into joint Patronage with City of Cork VEC in relation to Ashton Comprehensive School. This has been achieved through negotiations with the Department of Education and Skills and made possible by the positive and co-operative relationship that exists between the Diocese of Cork, Cloyne and Ross and City of Cork VEC. The Board is grateful to the Bishop of Cork for his dedication and commitment to this issue over a number of years. Ashton school is now in a position to expand its Board of Management since the issue of the Patronage of the school has been clarified and resolved.

#### **Community School Involvement in Gorey, Co. Wexford**

After a process of wide consultation by the Department of Education and Skills with existing patrons, parents and the local community, a new Community School is to be established in Gorey, Co. Wexford. At a public meeting in Gorey, Co. Wexford, representatives of Wexford VEC and Educate Together made presentations for the management of the new school. At the meeting, the Church of Ireland Board of Education was represented by the Secretary and the Diocese of Ferns was represented by the Diocesan Secretary, the Archdeacon of Ferns and the Rector of Gorey. The result of that process saw Co. Wexford VEC receive the management of the new school. The Bishop of the United Diocese of Cashel, Ossory and Ferns will have representation on the Board of Management of the new Community school. There is a long history in the Diocese of Ferns of the VEC serving the Church of Ireland and Protestant population so this is most especially appropriate.

#### **Safeguarding Trust**

Training in *Safeguarding Trust* for panels and workers was carried out during the year by the diocesan trainers and by Ms Renée English, the Child Protection Officer (CPO RI). Updated training material was provided to facilitate the recommended extended training for panel members in view of their responsibilities.

## Board of Education – Report 2011

A clergy training day, new and refresher, was held in September. There was significant demand for this training and 17 members of the clergy attended.

Training capacity was strengthened by the recruitment of a number of new diocesan trainers. The United Diocese of Limerick recruited a team of parish evaluators and training was held for them.

Parish evaluations continued on a triennial basis, with some parishes included for the first time. The CPO receives copies of parish evaluations from a number of dioceses. This provides valuable feedback regarding implementation and issues arising.

A meeting for diocesan support teams was held in October 2010. The group was addressed by Rev Pearl Luxon, until recently National Safeguarding Advisor to the Church of England and Methodist Church and now provides a variety of services on a freelance basis. Ms Luxon spoke about past, current and future issues and challenges in safeguarding for Churches.

A new leaflet which provides information for parents on *Safeguarding Trust* was produced in 2010. It was widely distributed and well received as a useful addition to the suite of resources.

The CPO maintains links with statutory and voluntary child protection agencies. During 2010 she was involved in setting up a child protection network for those working in the community and voluntary sector.

### **Garda Vetting**

Owing to a reorganisation of duties within the Board of Education, the CPO Ms Renée English, has taken on the role of authorised signatory, in addition to Ms Jennifer Byrne. She attended training with the Garda Vetting Unit in September and commenced this work in October. Vetting is in relation to both parishes and non-teaching personnel in schools.

There has been much confusion regarding the vetting of school personnel across all sectors. Several meetings were held in 2010 with the Department of Education & Skills, the Teaching Council, unions and management bodies. This resulted in the publication of circular 0063/2010 which clarifies the matter in relation to paid and unpaid staff.

The vetting of teachers has been extended to include teachers moving employment and it is proposed that the vetting of all teachers will commence in 2011. This will be subject to resources being made available both to the Garda Central Vetting Unit and the Teaching Council.

The retrospective vetting of clergy is also under consideration by the Board. A protocol document, similar to the procedures being adopted by the Teaching Council, has been drafted and a working group set up to move the issue forward.

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### **Conferences**

The Secretary attended the ASTI Annual Conference held in Galway in May 2010. Ms Byrne attended the INTO Annual Conference also held in Galway in May 2010. Much of the business of both conferences was taken up with delegates expressing disquiet at the fiscal measures taken by government and the Croke Park Agreement.

The Secretary also attended the IVEA annual Conference in Portlaoise and the National Trustees Forum for Community (NFT) and Comprehensive Schools annual conference held in Mullingar. The Secretary represents the Protestant Comprehensive Schools on the NTF.

### **Grants**

The Board provides grant aid to the Church of Ireland College of Education towards the provision of the course leading to the Certificate in Religious Education.

The Board provides grant aid to the Past Students' Association of the Church of Ireland College of Education to assist in the running of its annual conference, to *Building Blocks* to offset the deficit in running the annual conference and also toward the publication of *Search* a Church of Ireland Journal.

Board of Education – Report 2011

**Synod Examination in Religious Education**

The prize winners for 2009/2010 were as follows:

**YEAR 1**

Morgan Jellett Fund Prize	Emily Hanlon	Alexandra College
2 <sup>nd</sup> Prize	Christine O'Neill	Newpark Comprehensive
3 <sup>rd</sup> Prize	Natalie Beckett	King's Hospital

**YEAR 2**

James Fitzgerald Gregg Prize	Meabh O'Regan	Cavan Royal
2 <sup>nd</sup> Prize	Vanessa Winn	Alexandra College
3 <sup>rd</sup> Prize	Rachel Blennerhassett	Alexandra College

**YEAR 3**

Morgan Jellett Memorial Prize	Anna Hartnett	Alexandra College
2 <sup>nd</sup> Prize	Jack Mills	Wilson's Hospital
3 <sup>rd</sup> Prize	Bella Purcell	Alexandra College

**Junior Division Prizes:**

Rachael Slattery	Alexandra College
Louise McCollum	Alexandra College
Ellin Patterson	Royal and Prior
Arianna Stewart	Royal and Prior
Nadia Hourihan	King's Hospital
Victoria Forster	King's Hospital
Melissa Heaslip	Cavan Royal
Alice Hamman	Newpark Comprehensive
Jacqui Memagh	King's Hospital
Aine Beirne	Wilson's Hospital

**TRANSITION YEAR**

Ferns Fund Prize	John Fallows	Royal and Prior
2 <sup>nd</sup> Prize	Shannen McGuinness	Wilson's Hospital
3 <sup>rd</sup> Prize	Lorraine Levis	Wilson's Hospital

**YEARS 5 AND 6**

Ferns Exhibition Prize	Carolyn Holt	King's Hospital
2 <sup>nd</sup> Prize	Emma Nwokonko	King's Hospital
3 <sup>rd</sup> Prize	Nikola Porter	Royal and Prior

**Senior Division Prizes:**

Jennifer Gorrison	Wilson's Hospital
Hannah McCauley	Royal and Prior
Ben Oliver	Royal and Prior
Killian Hales	Wilson's Hospital
Beth Kirwan	Newpark Comprehensive

## Board of Education – Report 2011

The Board would like to thank Rev David McDonnell who kindly agreed to act as Examiner again this year.

A working group has been established by the APCK to look at ways in which the Synod Examination might be restructured or represented to try and make it more appealing to a teenage audience.

### **B. Board of Education (Northern Ireland)**

#### **AIMS**

The current aims of the Board of Education NI are to:

-

- 4 Arrangements for transfer to post-primary**

Independent testing regimes continue to be used for admission to grammar schools.
  - 5. Proposed merger of Queens University Belfast School of Education and Stranmillis College**

Churches offer a cautious response to the merger proposals and seek measures to mitigate any adverse impact upon students from the Protestant community.
  - 6. Other consultations responded to:**

Two reports investigating under-achievement and a new policy on community relations in education.
  - 7. Religious education**

Teacher support restricted by uncertainty and financial cut-backs.
  - 8. Safeguarding Trust**

A report by the Child Protection Officer NI.
  - 9. Building Blocks**

A report of another successful annual conference for children’s ministry leaders.
  - 10. Annual Theological Lectures at Queen’s University**

The 2011 lectures by the Rev Dr Michael Ward were widely appreciated.
- 1. Reform of education administration in Northern Ireland**

Due to the failure of the Northern Ireland Assembly to pass the necessary legislation to establish the Education and Skills Authority (ESA), the five Education and Library Boards (ELBs) have continued to administer services to schools in Northern Ireland albeit with reduced membership. Church nominees continue to serve with great dedication and have borne a heavy load of responsibility along with their trustees and other professional colleagues. It is of great concern that, at the time of writing, not all political representatives have been appointed to ELBs leaving a democratic deficit in decision making at a time of unprecedented financial restraint. The greatest challenge in the coming months will be the setting of budgets with inevitable cut-backs to Board services.

The Department of Education plans to use the interim ELB structure as a means to eventually establish the ESA through the convergence of services across the five Boards; some have questioned whether this process is practicable. All political parties now agree that the original plan for the ESA would have removed rights from the transferor Churches and delivered a huge inequality to the Protestant community and controlled schools. The Transferor Representatives’ Council (TRC) has lobbied political parties over the past months to find a way forward which retains the rights of transferor Churches to nominate members of any ownership and decision-making body for Controlled schools. To date, no political agreement on a way forward has been reached by parties.
  - 2. Education budget 2011–2015**

In January 2011, the Department of Education published its draft budget for consultation. The budget proposes annual savings measures for the next four years

beginning with £139m in 2011 rising to £303m in 2015. The proposals include a release of £41m of capital monies to ‘resource’ in 2011–2012 to minimise the impact of the level of funding directly available to schools. The Minister has proposed a number of protected spending areas including: allocations for Special Educational Needs, Extended Schools, Post-primary School Counselling Services and Early Years.

It is of concern that many schools planning for capital investment to address inadequate facilities will not see improvements in the foreseeable future. It is equally concerning that many of the savings measures will, in coming years, have direct impact at school level through significant reductions in the Aggregated Schools Budget, school transport and curriculum support for teachers. It is paradoxical that the Department continues to expect schools to address priority areas such as raising standards, closing the performance gap and increasing access and at the same time endure such painful cuts to funding. The TRC has submitted a response on behalf of the three transferor Churches’ Boards of Education in which it has drawn attention to the adverse affect of the proposed savings on core educational services and the far-reaching social consequences for local communities.

### **3. Shared education in Northern Ireland**

In October 2010, an important debate on the nature of schools in Northern Ireland was initiated following a speech by the First Minister, Rt Hon Peter Robinson, MP, MLA, in which he spoke of the need to create a single educational system. His unexpected intervention revealed his belief that educating our children separately “is fundamentally damaging to our society”. In what was interpreted as an attack on denominational schools he expressed the view that although Churches can provide and fund schools for those who choose them he objected to the state providing and funding such schools. His speech concluded that a body be tasked with bringing forward recommendations for a staged process of integration to be taken forward.

The Church of Ireland, along with other Churches, was asked for comment on this speech. It was noted that the Church is open to finding ways of sharing education between the major sectors across the traditional community divide; however, the structure of our divided school system is a product of our history and not easily changed. The Archbishop of Armagh in his address to the Armagh Synod earlier that month pointed to the need for Churches to show leadership and imagination to encourage schools to develop closer relationships through collaboration and sharing between sectors. The debate has reawakened the idea of exploring potential for shared management of schools, in particular to provide a sustainable school in a local community – a proposal which this Board strongly supports.

### **4. 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 meetings. The issue remains as last year; the Minister has issued guidelines for admissions to post-primary schools which do not include the use of academic criteria. Grammar schools have for a second year devised and set independent entrance tests, the results of which are used by schools to select pupils for admission. The process last year was completed without the legal



challenges anticipated by the Department of Education. It is of great concern that having two testing regimes, with a total of five tests, is adding greatly to the pressure on children especially those hoping to keep options open for admission to both the Catholic grammar and non-denominational grammar schools.

**5. Equality Impact Assessment - a proposal of the governing body of Stranmillis University College to seek a merger with Queen's University Belfast (QUB)**

The TRC submitted a response to this consultation, on behalf of the Boards of Education of the Church of Ireland, Presbyterian Church in Ireland and the Methodist Church in Ireland. The view of the Churches is that the proposed merger has the potential to be a positive development bringing enhanced provision for education programmes, research expertise and longer term financial stability. It is however vital that both legislative protection for ethos and appropriate institutional measures are introduced, in order to mitigate the otherwise potentially negative impact of the merger on prospective students from the Protestant community as well on parents and pupils within the Controlled sector who hold a Christian belief.

The TRC has had helpful discussions with the Vice Chancellor of QUB regarding the churches concerns. Various provisions and assurances have been suggested which if coming to fruition have the potential to mitigate any adverse impact of the merger. The TRC has participated in discussions with the minister and officials from the Department of Employment and Learning regarding possible mitigating measures. A full consultation by the Department on the proposed merger is expected later this year.

**6. Other consultations responded to:**

- NI Assembly Education Committee: *Inquiry into successful post-primary schools serving disadvantaged areas;*
- *Educational Under-achievement and the Protestant Working Class* – private member's consultation by Ms Dawn Purvis, MLA;
- Department of Education draft policy paper: *Community Relations, Equality and Diversity in Education (CRED).*

**7. 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 identified that the uncertainty in the establishment of the ESA poses a question about the extent of future curriculum support for RE teachers. The proposed budget cutbacks to professional services to teachers will have a considerable impact on the capacity of advisers to support RE teachers in schools.

**8. Safeguarding Trust**

The Child Protection Officer NI, (CPO NI), continues to provide advice and guidance on a range of issues to parishes, dioceses, mission agencies and related organisations throughout Northern Ireland. Whenever situations relating to child protection arise which lead to PSNI and Social Services involvement, the CPO NI

## Board of Education – Report 2011

liaises closely with the statutory agencies in relation to these issues and advises and supports the parishes/dioceses through the process.

The CPO NI was a member of the Safeguarding Vulnerable Adults Advisory Group which produced *Safeguarding Vulnerable Adults – A Shared Responsibility*, launched by the Department of Health and Social Services on 7 October 2010. This guidance outlines standards for good practice in the running of services to vulnerable adults. It is specifically aimed to help those who work in the voluntary and community sectors – including churches. A copy has been made available to each parish in Northern Ireland. It has helpful guidance relevant to the services/groups such as: pastoral visiting teams for the elderly, luncheon clubs for the elderly, a counselling service for those suffering mental illness, support group for those suffering addictions and activities for adults with learning difficulties.

The Vetting and Barring Scheme which was to have been implemented in stages in 2010, has been put on hold by the coalition government while a review is undertaken. However, vetting for all those who work with children, and now also vulnerable adults, continues through AccessNI.

The annual training event for newly ordained clergy and first incumbents was facilitated by the CPO NI in October 2010. There have been a number of training sessions for parish panel members in each diocese and the CPO NI has also facilitated training sessions for a number of parishes. Working closely together Ms Renée English, CPO RI and Ms Yarr, CPO NI have delivered training to students in the Church of Ireland Theological Institute, clergy in the Republic of Ireland and to clergy in a cross border setting in Monaghan. The trainers who were recruited in 2009 have delivered training on a more local level to various parishes within their individual dioceses. The Board thanks them for their commitment, expertise and generous giving of their time.

The CPO NI attended a number of training courses including the Church of England and Methodist Church National Safeguarding Conference 2011 and the National Organisation for the Treatment of Abusers conference on *Young People Who Engage in Sexually Harmful Behaviour*. During 2010 the CPO NI undertook professional training in child protection for children with disabilities as part of her ongoing *Keeping Safe* trainer role.

A Memorandum of Co-operation between Faith and Worship Organisations in Northern Ireland and the Public Protection Arrangements Northern Ireland, (PPANI) which deals with the management of sex offenders in their attendance at places of worship has recently been developed. The CPO NI is the designated contact person for the Church of Ireland in Northern Ireland.

The process of parish evaluation continues and is overseen by the CPO NI. Teams of evaluators in each diocese carry out the evaluation visits on a triennial basis and follow-up reports are provided by the CPO NI to the incumbents. The Board appreciates and values the commitment of the evaluators, who give of their time and expertise so generously, and offers sincere thanks to all of them for their continued support.

**9. *Building Blocks* - Children's Ministry Conferences**

In November 2010, the ninth annual *Building Blocks* conference took place in Belfast and Dublin. The Northern Ireland organising committee comprises representatives of the Church of Ireland, Presbyterian Church, Methodist Church and Scripture Union. The Belfast and Dublin events each drew over 200 delegates from a wide range of Churches. The keynote speaker was Rev Dr Ivy Beckwith from the USA who is an acclaimed author of books on children's ministry whose area of interest is children's faith formation using story, ritual and relationship. 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](http://www.buildingblocks.ie)

**10. Annual Theological Lectures at Queen's University Belfast (QUB)**

The 2011 lectures were held on the 21 and 22 February and were delivered by Rev Dr Michael Ward, a noted authority on CS Lewis. His lectures highlighted how the theological and cosmological imagination of Lewis shaped his construction of the world of Narnia and its many well known characters. These widely appreciated lectures are arranged by the Church of Ireland Chaplaincy at Queen's University Belfast and funded by this Board.

**Personalia**

The Board offers its good wishes to Canon Lady Sheil on her retirement, and expresses its appreciation of her faithful attendance, expertise and contribution to discussions over many years.

**APPENDIX A**

**THE GENERAL SYNOD BOARD OF EDUCATION**

The following are the members of the Board and its committees as on 31 March 2011.

**THE GENERAL SYNOD BOARD OF EDUCATION**

**THE ARCHBISHOPS AND BISHOPS**

**THE HONORARY SECRETARIES OF THE GENERAL SYNOD**

Ven Robin Bantry White  
Mr Samuel Harper

Rev John McDowell  
Mrs Ethne Harkness

*Elected members*

Armagh

Rev Canon John McKegey  
Mr Leslie Johnston

Clogher

Rev Bryan Kerr  
Mr Samuel Morrow

Derry

Rev Canon Henry Gilmore  
Mr Desmond West

Down

Rev Canon Robert Howard  
Mr James Bunting

Connor

Ven Stephen Forde  
Dr Kenneth Dunn

Kilmore

Very Rev Raymond Ferguson  
Mrs Brigid Barrett

Tuam

Rev Canon Doris Clements  
Professor Paul Johnston

Dublin

Rev Gillian Wharton  
Ms Ruth Handy

Meath

Rev Canon John Clarke  
Mr Adrian Oughton

Cashel and Ossory

Rev Canon Patrick Harvey  
Mrs Avril Forrest

Cork

Rev Adrian Wilkinson  
Mr William Perrott

Limerick and Killaloe

Ven Robert Warren

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Mr Thomas Hardy

*Co-opted members*

Mr Thomas Flannagan	Dr Anne Lodge
Mrs Rosemary Forde	Mr Michael Hall
Mrs Helen McClenaghan	Mr Alan Cox
Mr Roy McKinney	Mr Ian Coombes
Dr Wilfred Mulryne	Ms Susie Hall
Mrs Patricia Wallace	Ms Rosemary Maxwell-Eager
Ms Claire Bruton	Ms Sadie Honner
Rev Canon Robert Black	Ms Eileen Jackson
Rev Brian O'Rourke	Mrs Patricia Conran
Rev Anne Taylor	Ms Susan Farrell

*Secretary*

Dr Kenneth Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6.

The Rev Ian Ellis attends in his capacity as Secretary to the Board of Education (NI)

**EXECUTIVE COMMITTEE  
(FOR THE YEAR ENDED 31 MARCH 2012)**

Two members of the House of Bishops

Rev John McDowell  
Ven Robin Bantry White  
Rev Canon John McKegey  
Mr James Bunting  
Mr Thomas Flannagan  
Ms Eileen Jackson  
Rev Brian O'Rourke  
Ms Sadie Honner

**BOARD OF EDUCATION (NORTHERN IRELAND)**

***Ex-officio members***

The Archbishop of Armagh, the Most Rev Alan Harper  
The Bishop of Clogher, the Rt Rev Dr Michael Jackson  
The Bishop of Down and Dromore, the Rt Rev Harold Miller  
The Bishop of Kilmore, the Rt Rev Kenneth Clarke  
The Bishop of Connor, the Rt Rev Alan Abernethy  
The Bishop of Derry, the Rt Rev Ken Good  
Rev John McDowell

***Elected members***

Armagh	Rev Canon John McKegey Mr Leslie Johnston
Clogher	Rev Bryan Kerr Mr Samuel Morrow
Derry	Rev Malcolm Ferry Mr Malcolm McSparron
Down	Rev Canon Robert Howard Mr James Bunting
Connor	Ven Stephen Forde Dr Kenneth Dunn

***Co-opted members***

Mrs Patricia Wallace  
Dr Wilfred Mulryne  
Mrs Helen McClenaghan  
Mr Thomas Flannagan  
Mr Roy McKinney  
Mrs Rosemary Forde  
Canon Wilfred Young  
Professor Kenneth Bell

***Observers***

Rev Peter McDowell  
Mrs Florence Brunt

***Honorary Secretary, Board of Education (Northern Ireland)***

Mr James Bunting

***Honorary Treasurer, Board of Education (Northern Ireland)***

Mr Roy McKinney

***Secretary, Board of Education (Northern Ireland)***

Rev Ian Ellis, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

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**BOARD OF EDUCATION (REPUBLIC OF IRELAND)**

***Ex officio members:***

The Archbishop of Dublin

Honorary Secretaries - Ven Robin Bantry White, Mr Samuel Harper

***Elected by House of Bishops:***

The Bishop of Kilmore, Rt Rev Kenneth Clarke

The Bishop of Cork, Rt Rev Paul Colton

***Diocesan Representatives:*** Mr Adrian Oughton, Rev Gillian Wharton

***Post primary representatives:*** Mr Michael Hall, Ms Rosemary Maxwell-Eager

***Third level representatives:*** Prof Paul Johnston, Dr Anne Lodge

***Primary representatives:*** Rev Brian O'Rourke, Ms Eileen Jackson

***CIYD:*** Ms Claire Bruton

***Sunday School Society:*** Rev Anne Taylor

***Co-options:*** Rev Canon Robert Black, Ms Sadie Honner

***Secretary, Board of Education (Republic of Ireland)***

Dr Kenneth Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

**APPENDIX B**

**SECONDARY EDUCATION COMMITTEE**

**REPORT 2011**

**Membership**

***Church of Ireland***

Bishop of Cork, Cloyne and Ross, the Rt Rev Paul Colton, (Chairman)  
The Rev Canon Robert Black (Resigned December 2010)  
Mrs Joan Bruton  
Mr Edward Lindsey (Appointed January 2010)  
Mrs Patricia O'Malley  
Rev Brian O'Rourke  
Ms Elizabeth Oldham  
Mr Adrian Oughton  
Mr Geoffrey Perrin

***The Presbyterian Church***

Mr Brian Duffy (Resigned May 2010)  
Rev Mary Hunter (Deputy Chairman)  
Mrs Eleanor Petrie (Appointed December 2010)

***The Methodist Church***

Rev Nigel Mackey  
Dr John Harris

***The Religious Society of Friends***

Mr Alan Harrison  
Mr David Grubb

**Secretary to the Committee and to the Company**

Rev Canon John McCullagh (Resigned April 2010)  
Dr Kenneth Fennelly (Appointed April 2010)

**Administrator (Grants Scheme)**

Mr David 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: to distribute the block grant provided by the Department of Education and Skills (DE&S) to ensure necessitous Protestant children



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may attend Protestant secondary schools and to represent 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**

Two long serving members of the Secondary Education Committee retired in 2010, Mr Brian Duffy in May and Canon Robert Black in December. Both had contributed much to the work of the Committee from their educational and management skills. New appointments were Mrs Eleanor Petrie on behalf of the Presbyterian Church and Mr Edward Lindsey and Mr Geoffrey Perrin on behalf of the Church of Ireland.

In addition to Canon Black and Mr Duffy, the Committee's long serving Secretary, Canon John McCullough, also retired in 2010. His long service and immense knowledge had contributed a lot to the cause of education in the Protestant sector. We wish his successor, Dr Kenneth Fennelly, every success in his post.

### **Block Grant Scheme**

Enrolments for 2009/10 in the twenty-one fee charging schools totaled 9,794 (9,863 in the previous year). This figure does not include the five comprehensive schools. In the school year 2009/10 the audited accounts showed the total amount received from the DE&S was €6,381,185 (€6,555,763), the grant in aid of fees totaled €6,580,259 (€5,528,025) and capitation adjustment grant totaled €244,126 (€1,863,082). The net cost of administering the SEC scheme was €15,752 (€14,817). There is a small grant to assist the running of the office. The rise in costs reflects the loss of interest from deposits which were distributed in 2009 on the instructions of the previous Minister for Education and Science Mr Batt O'Keefe, TD.

The following numbers of grants were awarded in respect of the 2010/11 school year: 1,588 day grants (1,622), 894 boarding grants (924), 2,482 in total (2,546).

The Committee agreed to increase grants for the school year 2010/11 on a scale from boarding €1,140 - €7,767 (€1,140 - €6,699) day €480 - €820 (€480 - €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 David Wynne and Ms Bridie McAuley, Administrative Assistant, attended a number of open days at the request of schools and took the opportunity to discuss issues with individual parents. Mr Wynne also made contact with each school to discuss the functioning of the grant scheme.

### **Educational Developments**

Late 2009 saw a publicity campaign by the Protestant schools to raise, in the public domain the difficulties that Protestant schools have suffered since the withdrawing of ancillary grants. However, this report last year highlighted that a dialogue had tentatively been put in place with the Department of Education and Skills (DES) on the general issue of the future funding of Protestant secondary schools. That dialogue picked up apace after a meeting with the newly appointed Minister for Education and Skills, An Tánaiste Mary Coughlan, TD, took place in 2010. The delegation, led by the Bishop of Cork,

## Board of Education – Report 2011

Cloyne and Ross (Chairman of the SEC), sought to renew the dialogue that had tentatively begun in 2009, with a view to advancing the dialogue in a spirit of co-operation and partnership. The Minister was receptive to this approach and a series of meetings between the DE&S and a delegation, which included the Secretary Dr Fennelly, were held throughout late 2010. A timeframe and agenda for these discussions was agreed and the discussions are continuing. The first set of discussions related mainly to the funding of the SEC and have been positive. However, the Department has premised all its discussions to date on the advice from the Attorney General to the Department that Protestant fee-charging schools must be treated in the same manner as schools of other religious denominations in like circumstances. This imposes a considerable limitation on the scope for discussions with the Department. Nonetheless discussions have continued. A working group under the Chairmanship of Dr John Harris and drawn from various bodies involved in the Protestant secondary education provision was formed. It acts as an advisory and consultation body on discussions with the DES. It is hoped that the appointment of a new Minister for Education and Skills, Mr Rory Quinn TD, from the formation of a new government in March 2011 will offer a new opportunity for a new direction in these negotiations.

### **Administration**

The Secondary Education Committee maintains a review and appeal procedure, in the form of an appeals sub-committee, for applicants who are dissatisfied with a decision by the grants office. This sub-committee sat in July 2010 and considered a number of appeals. Each case was reconsidered on an agreed criterion and is determined by the level of need and the amount of funds available after the current years grant payments have been made. A number of applicants had their grants increased.

The Secondary Education Committee appreciates the work of the Administrator, Mr David Wynne and the Administrative Assistant, Ms Bridie McCauley and during grants processing, Ms Penny Dewar and Ms Alison Andrew. The office is under the management of the Secretary Dr Fennelly who is also Secretary to the Committee on Management. The Committee is also grateful for the advice and assistance it receives throughout the year from its auditors Deloitte and in particular to Mr Tom Cassin, Partner, Deloitte.

**Appendix C**

**SUNDAY SCHOOL SOCIETY REPORT**

The Sunday School Society had a less hectic year in 2010 after our year of 200<sup>th</sup> celebrations in 2009. The main concern was the financial state and survival of the Resource Centre. Would we make it to the end of the year or were we facing closure? The result of the audit shows that we have just about broken even. This is due to the generous donations of parishes and also well-wishers and to the ongoing support of many clergy, Sunday Club leaders and parishioners. We, the Committee, along with the staff of the Resource Centre, Ms Gillian Kohlmann and Ms Betty Cox, are most appreciative of the support. As the margins of survival are still very tight please continue to remember us for all parish resources, books and gifts.

During the year we welcomed Rev Adrienne Galligan and Ms Lynn Storey to the committee and we were pleased to welcome back Rev Anne Taylor to the Committee.

Our annual autumn training evening was held in Rathmines in October and was a very successful evening. The speaker was Ms Barbara McDade who is Director of Programmes for the Presbyterian Church in Ireland. Rev Anne Taylor gave a synopsis on the courses available for children's groups and Ms Lynn Storey presented some seasonal craft ideas. The event was much appreciated by a large group of leaders from the four corners of the Diocese and beyond.

The annual Children's Ministry Conference *Building Blocks* was held in All Hallows College, Drumcondra in November and the keynote speaker was Rev Dr Ivy Beckwith. Ivy is well known in America as a speaker and an author of children's ministry books. She was received very warmly and feed-back forms recorded many words of praise and appreciation from a very large number of participants. The Building Blocks Committee would like to thank the Board of Education RI for the financial support for this valuable training event. Over half the participants are from Church of Ireland parishes from throughout the country and it has become an important event in the calendar for many involved in children's ministry. The 2011 *Building Blocks* Conference will be held on Saturday 12 November in Belfast and Saturday 19 November in Dublin.

We wish to thank most sincerely Rev Neil McEndoo for the frequent use of Holy Trinity Church premises for committee meetings and training events. It is much appreciated. We also thank the staff of the Resource Centre for their commitment, dedication and loyalty to the Society.

Church of Ireland Youth Department – Report 2011  
**CHURCH OF IRELAND YOUTH DEPARTMENT**  
**REPORT 2011**

**MEMBERSHIP**

***Executive***

<i>President</i>	The Rt Rev Alan Abernethy
<i>Chairman</i>	Rev Paul Whittaker
<i>Treasurer</i>	Mr Edward Hardy
<i>Secretary</i>	Dr Quentin Heaney

Rev Patricia Storey                      Stood down December 2010  
Mr Andrew Brannigan  
Mr David Brown (Youth Ministry Co-ordinator) *ex-officio*

**Central Board – Executive (*above*) and:**

Mr Andrew Brannigan	Mr Norman Jackson
Mr Steven Brickenden	Rev Malcolm Kingston
Ms Joyce Clingan	Rev Lynda Peilow
Ms Susan Ferguson	Mrs Judith Peters
Mr Thomas Hardy	

***Co-opted Members***

Ms Claire Bruton

***Youth Ministry Co-ordinator***

Mr David Brown

***Full-time Youth Ministry Development Worker Northern Ireland***

Ms Sharon Hamill

***Full-time Youth Ministry Development Worker Republic of Ireland***

Mr Shane Tucker – *resigned June 2010*

***Full-time Year Out Co-ordinator (Jump Programme)***

Ms Catherine Little

***Secretary in Elmwood Avenue, Belfast***

Mrs Barbara Swann

## Church of Ireland Youth Department – Report 2011

### **Introduction: What is the Church of Ireland Youth Department?**

The Church of Ireland Youth Department (CIYD) was constituted by the Church of Ireland General Synod in May 1999 (with a further constitutional revision 2007), in order to:

- (a) define policy towards young people in the Church of Ireland;
- (b) the acquisition, development and distribution of resources;
- (c) the appointment, direction, management and terms and conditions of its staff;
- (d) directing specific programmes of activities and events.

In essence, CIYD facilitates, equips, resources and engages with many stakeholders around the Church's youth ministry from diocesan councils and bishops to local youth groups and volunteer leaders. CIYD is grant aided by the Representative Church Body and the Office of the Minister for Children and Young People. As such, CIYD is an approved National Voluntary Youth service agency under the Irish Youth Work Act (2001).

### **Vision: What vision guides the work of CIYD?**

"The Church of Ireland Youth Department's guiding vision is to see young people and those who work with them, equipped for a life of mission and service."

CIYD Strategic Plan 2007 – 2010

### **What we do: Activities and Services**

Activities and Programme Development:

- adult and young adult training regarding youth work (parish consultation, OCN level training);
- residential training opportunities for adults and young people around youth work (*Connect* and *Summer Madness*);
- seminar/workshop programmes for adult learners on youth ministry;
- residential retreats for young people aged 13 – 17; (*Anois*)
- internship scheme for young adults aged 18 – 30; (the *Jump* programme)
- speaking engagements across the Church of Ireland;
- advocacy on behalf of young people and youth leaders across Church and other networks.

Services offered by CIYD:

- monthly e-zine featuring youth work issues;
- practical youth work resources;
- CIYD website;

## Church of Ireland Youth Department – Report 2011

- parish/diocesan youth work consultation;
- support to youth workers, parishes and clergy regarding human resource issues;
- youth programme facilitation by CIYD Staff;
- representation of youth work issues across the Church of Ireland;
- member of Irish and Northern Irish youth networks, allowing for advocacy on youth issues.

### **General Synod Report 2011**

The year 2010 saw a number of encouraging developments and youth work initiatives occur within and around the work of CIYD. A number of significant programmes and developmental outputs are reflected upon in this annual report along with an indication of the outcomes these programmes and services have led to. In saying this, 2010 has proven to be a difficult year with CIYD having to cut back on diocesan funding to our twelve dioceses and in having to notify a staff member of redundancy in 2011.

#### ***The Reflect residentials***

Targeting young adults aged between 16 – 25 years of age, the *Reflect* programme aims to equip young adult volunteers with their first experience of youth work training. As such, one residential training weekend occurred in January 2010, in Wexford. Sadly, due to inclement weather, the Northern *Reflect* in Coleraine was cancelled. In total around 60 volunteer youth workers attended the residential which focussed on youth work, local community engagement and provided opportunity for sharing of best practice from across the country. CIYD greatly appreciates the strategic role of our dioceses in helping support and shape the *Reflect* residential as a collaborative exercise across the Church.

#### **Outcomes:**

A number of outcomes have been experienced following the *Reflect* residential. Firstly, a significant number of young people engaged with basic youth work training regarding their own local practice. Secondly, many voluntary leaders expressed how supportive and encouraging this residential had been, and finally, these learning opportunities have encouraged some young adults to volunteer further within their parish and diocesan contexts.

#### ***The Connect training days and Connect residential***

With over 100 full or part-time youth workers now active across the Church of Ireland in Northern Ireland and the border areas and the wider Republic of Ireland, the *Connect* programme provides a packed 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 2010 covered items such as:

## Church of Ireland Youth Department – Report 2011

- drug and solvent misuse among young people;
- sexuality and relationships;
- time management and organisational management;
- alongside opportunities for spiritual reflection and input.

It would be fair to say that these training days have been well attended by Church of Ireland youth work colleagues and importantly by growing numbers of Methodist youth workers.

### Outcomes:

Written and verbal feedback from participants has continued to evidence how important these in-service training days are for Church of Ireland youth work practitioners. Evidence has been found that alongside an experience of new insights and learning being encountered informally, the *Connect* programme provides a supportive network for youth workers across the Church.

### *The Jump programme*

The *Jump* programme is CIYD's young adult internship programme focusing on developing young adults and their youth work experience. For 2010, the objectives of the programme were as follows:

- to increase the number of young adults entering full time youth ministry within the Church of Ireland;
- to allow young adults a unique learning experience, drawing on their skills and enthusiasm to serve the Church of Ireland and Irish society;
- for the individuals concerned, to develop a broad and informed awareness of situations and issues across the island of Ireland to enhance their social capital;
- for the parishes/dioceses hosting an intern to develop best practice in managing and developing youth work;
- that hosting parishes/dioceses would develop the wherewithal to develop full-time ministry positions following the *Jump* experience;
- that CIYD would be seen to facilitate local youth ministry development in accordance with our strategic review 2007-2010.

*Jump* interns, until June 2010, were placed in Cork, Belfast, Maghera, Glenavy, and Athy. Since September 2010, our two interns have been placed in Glenavy and Dungannon.

## Church of Ireland Youth Department – Report 2011

### ***Diocesan Youth Officers' Network***

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 youth work developments. CIYD also facilitated ten diocesan youth work colleagues as part of our annual all-Ireland Youth Officer retreat, held in Wales.

#### Outcomes:

This was an important opportunity for CIYD and our diocesan colleagues to come together to examine issues of common concern regarding youth work and to work more collaboratively across the voluntary youth sector. A second Youth Officers' residential occurred in November 2010.

### ***Summer Madness***

CIYD, in partnership with Youth Link NI, ran a very successful and well received *Connect* coffee shop and seminar programme during *Summer Madness* 2010 focusing on the needs of adult youth work leaders. *Summer Madness* itself is Ireland's largest Christian festival (with a Church of Ireland emphasis) attracting up to 5,000 young people and 1,000 adult leaders from across Ireland. The workshops themselves focused on such themes as:

- community development and youth work;
- community relations across the North and border areas of the Republic.

#### Outcomes:

- up to 1,200 participants engaged with training and workshops and the drop-in coffee bar over the five day event;
- significant learning opportunities arose from the above workshops that continue to see CIYD and Youth Link NI respond through our on-going programme work;
- finally, the CIYD/Youth Link programme at *Summer Madness* provided a secure space for youth work practitioners to receive off-line management support from CIYD and Youth Link staff.

### ***Diocesan support from CIYD***

The staff of the Church of Ireland Youth Department has 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 2009'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 is central in supporting and developing youth work through the Church.



## Church of Ireland Youth Department – Report 2011

Of particular significance are CIYD's support to:

- Clogher Diocese (cross border) in the provision of accredited youth work training over a three month period;
- Derry and Raphoe Diocese in terms of supporting the selection and recruitment process for a new Diocesan Youth Officer;
- Limerick Diocese in terms of a thorough diocesan youth work review in 2010.

Outcomes:

CIYD's support to Church of Ireland dioceses remains a central theme in all of CIYD's programme development, representation and advocacy work. Alongside financial assistance, the CIYD support to diocesan youth ministry has comprised of:

- strategic review for diocesan youth developments;
- support and advice on appointment processes regarding new youth officers;
- training and leadership development opportunities through the main CIYD programme.

### *Anois 2010*

It was a real privilege to see another *Anois* youth event occur this year, October 23 – 25 2010, targeting 13 to 17 year olds from across the Republic. Over 50 adult and young adult volunteers from across the Church participated in running *Anois*. The event itself saw around 150 participants involved in workshops, fun and activities, addressing issues around relationships and sexuality. CIYD acknowledges the hard work of many volunteers who made this year's event happen, notably Mr Edward Hardy of Limerick Diocese and Mrs Alison Jones of Meath and Kildare Diocese.

Outcomes:

- youth work programme delivered to and with 150+ teenagers;
- 50+ young adult volunteers recruited, trained and supported throughout the event;
- Conference addressed issues of significant relevance to teenagers including self-esteem, relationships and sexuality not forgetting the provision of a broadly fun and educational residential!

Alongside these main programme events, CIYD has been engaged throughout 2010 with a number of initiatives, networks and issues impacting on youth work and the Church's response.

## Church of Ireland Youth Department – Report 2011

### ***Manus***

A new pilot training programme designed to support clergy in best practice on human resource concerns.

### ***Youth Net NI***

As of December 2010, the Youth Officer is Vice Chair of Youth Net Northern Ireland, a sister organisation of the National Youth Council of Ireland (NYCI).

### ***National Youth Council of Ireland***

Following three years as a Director on the NYCI, the Youth Officer for CIYD has now been replaced with Cork Diocese's Youth Officer, Mr Mark Dunwoody.

### ***Church of Ireland Children's Network***

The Church of Ireland Youth Department in 2010 has commenced discussions with the Church's Children's Ministry Working Group with a view to produce a joint Strategic plan for 2012.

### ***Diocesan Youth Ministry***

#### **Diocese of Armagh**

During the 2009/10 year, the Armagh Diocesan Youth Council continued with its established programme format including a number of regular events in different locations across the Diocese, the annual *Easter Dawn Service* and a residential weekend at the Cleenish Centre in

Church of Ireland Youth Department – Report 2011

**Diocese of Clogher**

Clogher Diocesan Youth Council (North) operates under the name of J1, meaning 'Jesus First'.

*J1 weekend*

The J1 weekend 2010 was held on 5, 6 and 7 March. Everyone gained greatly from the teaching of Mr Trevor Johnston, Crosslinks Ireland Team Leader, who was the guest speaker for the weekend as well as enjoying various water sports, crafts and other activities provided by the Share Centre.

*Grants*

Two young people were awarded grants to assist them in their work with churches during 2010, one working with Ellel Ministries, Scotland and another working with Dwelling Places in Uganda.

*Leaders' Retreat 2010*

Ms Helen Warnock, Director of Scripture Union Northern Ireland, was the guest speaker for the youth leader training weekend *Making Leadership Work* in the Cleenish Renewal Centre on 10 and 11 September 2010.

*Accredited Training for Youth Leaders*

Nineteen youth leaders from the diocese completed the OCN Level 2 training course over the weekends 5, 6 and 7 November 2010 and 26, 27 and 28 November 2010 in the Cleenish Centre, facilitated by Youth Link and CIYD. It was a very practical and useful course covering ten learning opportunities related to good youth work practice and assessment was by portfolio completion. All learning was interactive and covered subjects such as communicating with young people, developing appropriate relationships, programme planning and preparation, understanding young people's needs, and safe youth work practice. As part of the course participants were required to do some survey work with their youth groups and also had to make a short presentation with others on an issue related to young people.

*Clogher Diocesan Youth Council (Co Monaghan Area)*

A programme of spiritual and social events was planned for 2010.

*Pantomime Trip*

The first event was a visit to the Pantomime in the Grand Opera House in Belfast in January. This was a very enjoyable evening for family groups.

## Church of Ireland Youth Department – Report 2011

### St Patrick's Day Walk

The St Patrick's Day sponsored walk was hosted by Rev Helene Steed and the Select Vestry of Currin Parish Church, Scotshouse. Walkers made their way through Hilton Park with the kind permission of the Madden family and ended with a barbeque at Scotshouse Rectory. Proceeds totalled €1,655.

### Easter Dawn Service

The Easter Dawn service was very well supported with a large congregation at St Peter's Lake, Monaghan. A beautiful breakfast was provided in St Patrick's Church Hall after the service.

### Praise Service

In May 2010, a praise service was held in St Salvador's Church, Glaslough, during which the proceeds for the St Patrick's Day walk were presented to Ms Janice Wedlock from the Monaghan branch of the ISPCC. Members of St Salvador's church provided a delightful supper afterwards.

### Barbeque and Family Fun Night

The year's events were concluded with a barbeque and family fun night held in Dudgeon's field, Glaslough.

### Clogher's First Diocesan Youth Officer

The Diocesan Council approved plans to proceed with the appointment of a Diocesan Youth Worker. Mr Jonny Phenix was appointed to the post in December 2010 and is due to take up the position on 1 March 2011. The new DYOW will be directed by a small management committee comprising of Rev Kyle Hanlon and Ms Joyce Clingan (appointed by Diocesan

## Church of Ireland Youth Department – Report 2011

by the Mr Mark Ferguson Band and the speaker was Rev Simon Genoe. The Bishop's Barbecue at *Summer Madness* was also an important part of our programme and has led to exciting developments for our diocesan provision at *Summer Madness* in 2011.

Connor Youth will continue to seek to provide support and resources for youth leaders and for discipling young people in the year ahead.

### **Diocese of Cork**

Cork Diocese continues to prioritize parish youth work, events, training and schools work. All areas have seen growth this year. A few highlights would be both Cloyne Union & Ross Union have continued their volunteer youth worker projects which has resulted full-time workers in these parishes, as a result of the ongoing relationship between Cork Diocesan Youth Council (CDYC) and the Mothers' Union (MU). A development officer was appointed in March 2010 with a remit for both schools and families. Four parish workers have now completed the UCC Diploma in Youth and Community work. Alongside this we are running a FETAC level 5 course for 11 volunteer workers in partnership with the YMCA. 2010 saw both the beginnings and continuation of youth groups in our parishes, thanks to the continued support of the Bishop, clergy, parents and young people themselves. A full program of events was coordinated by CDYC thanks to its active and hard working membership. This included a visit by a group of young Romanians who worked alongside our young people to deliver kids clubs to those from all sectors of the community.

### **Diocese of Derry & Raphoe**

2010 was a challenging year centred on firstly, a Diocesan Youth Officer (DYO) vacancy, and then the recruitment of a new DYO in September. We are delighted to have Mr David Cavan on board and are looking forward to all David might bring to the diocese. David has been a Parish youth worker in Ballyholme for several years, has recently moved to Coleraine and his wife Julie has had a son, Reuben - so all the major life stress factors are in David's life as he begins his ministry here! Derry and Raphoe is ready for a new phase. Our *Sitting Ducks* groups have continued to operate around the diocese and we are grateful to many volunteer youth leaders who have carried this through. We have had two strategic review days with Ms Lynda Gould as we look to the future as a Board. DRYC continues to organize and hold great events particularly for the Donegal end of the diocese and it is hoped that David will have an increasing role in Raphoe Royal and Prior School. We are grateful to God for meeting our needs in a changing environment and we remain encouraged for the future of youth ministry in Derry and Raphoe.

## Church of Ireland Youth Department – Report 2011

### **Diocese of Down & Dromore**

The year 2010 for Down and Dromore continued to see many parishes place a high emphasis on youth and children's ministry. A key indicator of this is that several more parishes employed workers in these areas over 2010 and we now have 40 people working in either a full or part-time capacity in youth and/or children's ministry in the Diocese. At a diocesan level we have continued with our emphasis on training, resourcing parish work and confirmation. Over this year we had another 25 leaders gain youth leadership qualifications and we also produced a small book for young people and new church members on the origins, history and present day practice of the Church of Ireland.

### **Diocese of Dublin & Glendalough**

Know hope. Be hope. Know love. Show love. Four very simple sentences that I believe have encapsulated the ongoing youth work of 3Rock in the United Dioceses of Dublin and Glendalough. Whether it be training and mentoring leaders, partnering with churches and other dioceses, creative gatherings and youth services, mission opportunities or even creating new initiatives and confirmation resources, it is all driven by the desire to see our teenagers know and show the love and hope found in God. Highlights included the five interns trained, the addition of three youth workers, the development of a new web-based resource portal, the second year of the *Enniskerry Youth Festival*, the ecumenical sacred space at the *National Ploughing Championships*, the thousands reached in schools, the annual RTE service with the *Rend Collective*, diocesan camps and *Urban Soul*. It's been a great year, but it's only just begun.

### **Diocese of Kilmore, Elphin & Ardagh**

Many delegates were excited when four of our young leaders shared at Diocesan Synod something of recent developments in the Diocese.

Ms Susan Ferguson, who is a full-time worker in Sligo, shared how the Youth Fellowship, *SNACS*, has really taken off on Sunday evenings with over 30 young people. At the Sligo IT College a Christian Union has been started and is now being run by the students themselves. At Sligo Grammar School a Sacred Space has been set up with the initiative of one of the teachers, Ms Ruth Galbraith. It is a little chalet in the school grounds, heated and equipped with aids to reflection and prayer and is regularly used by the students.

Ms Isla Poyntz, a teacher in Cavan Royal School, shared about a number of developments in that area. She is involved in a thriving Girls' Friendly Society (GFS) group and is representing Ireland at the GFS World Conference. She is also involved in a youth group of about 40, which meets weekly at the Cathedral Hall and includes young people from Cavan and Killeshandra. Just last term Isla started a Christian Union in the Royal School and was pleasantly surprised when 45, nearly 25% of the students, turned up to enrol.

Ms Olwen Heaslip, a student nurse, shared about our regular mission trip to Romania where a group of young people assist in a special needs respite centre near Brasov. The centre is

#### Church of Ireland Youth Department – Report 2011

dependent entirely on charitable donations and this year's group raised a staggering £14,500 towards the centre's running costs. The people of this Diocese and the wider community are a very generous lot.

Finally, Mr Alan Williamson shared about our Diocesan Group who attended *Summer Madness*. The group numbered over 80 this year, including 18 visitors from South Carolina Diocese in the USA. Everyone really enjoyed the worship, teaching and the friendships built with our visitors. One of our group took part in the RTE programme which was recorded at the Festival.

#### Partnership

The visitors from USA were the first part of a Diocesan Link being formed. After Summer Madness they spent a week in Sligo and Cavan having fellowship with our young people and experiencing some good Irish culture. This year the Diocese is taking a group of young people over to Charleston in South Carolina where they will take part in a Youth Camp for a week before spending a week in Charleston working alongside some of the local youth on a couple of projects as well as seeing something of their culture and enjoying their BBQ's! It is hoped that in 2012 we will partner with South Carolina to take a joint Mission Group to serve in a Diocese in a developing country, probably in Africa.

#### **Diocese of Limerick & Killaloe**

The United Diocesan Youth Council completed an extensive programme of very successful events during 2010 including weeklong summer camps, weekends and day long events. This also involved participation at *Summer Madness* and at *Anois* youth event. The challenge of meeting participation fees by participants, leaders, parents and guardians was a challenge for everyone during 2010.

The two-year Certificate in Youth Ministry at Mary Immaculate College, Limerick concluded at the end of 2010 and a good number of Diocesan personnel completed the course. The youth groups at parish level continue to prosper particularly in Tralee, Adare, Limerick and Roscrea. During the year, under the guidance and direction of the Bishop, a Diocesan Youth Ministry Group was established with representatives from all groups involved in youth ministry throughout the United Diocese with a very exciting vision, goals and objectives. In September, the appointment of Mr Jackie McNair as chaplain at Villiers School was a significant development and much welcomed.

## Church of Ireland Youth Department – Report 2011

### **Diocese of Meath & Kildare**

In 2010, the young people and youth leaders in Meath and Kildare enjoyed great fun and fellowship at a host of events throughout the year.

The young people of the Dioceses enjoyed an adventure weekend with EcoAdventure Ireland in Knockree Hostel, Enniskerry. The Rend Collective Experiment from Bangor, Co Down rocked St Patrick's Cathedral in Trim at the *Harvest Youth Festival* for all our young people and their families. Eighteen youth leaders from Navan, Kells and Trim met together for some very competitive kart action at a fun night out in The Zone, Navan and a number of young people and leaders attended *Anois* in Kilkenny. Many other projects were encouraged and assisted in their development; these include new teenage youth groups in Trim and a new Sunday School in Clane.

Raising the profile of our youth ministry within the Dioceses has encouraged greater participation from volunteer leaders; just over two hundred leaders completed *Safeguarding Trust* training and Garda vetting throughout 2010.

### **Diocese of Tuam**

The year has been busy with an Easter camp, *Anois* all-Ireland camp, training weekend, *Summer Madness* and a primary schools' service.

*Leadership Training Course* A group of young people took part in a leadership training course run by Mr Edward Hardy and the Limerick Youth Worker Rev Vicki Lynch.

*Youth Groups Meeting* The DIG group and SPLASH group, continue to meet during the year. Ms Irene Goulden and Ms Hazel Clarke organised a varied programme of events throughout the autumn and spring terms. A new group called IGNITE is going well in Ballina with a worship band at St Michaels.

*Primary Schools Service* St Nicholas' Parochial School Galway, Holy Trinity School Westport, St Paul's Collooney, Newtownwhite School Killala, St Michael's School Ballina and Leaffoney School Kilglass all gathered for a service and lunch in Tuam Cathedral. Dean Alistair Grimason, The Rev Alan Synnott and Bishop Richard Henderson all helped to make it an enjoyable service.

*Anois 09* Our all-Ireland CIYD Camp was held in Kilkenny College last October, there were around 230 participants, a group went from our Diocese. All of the Diocesan Youth Officers organized a busy weekend of activities, and talks.

*Ice Skating Dublin* A group went up to Dublin for the day.

*Senior Camp Killary* We linked up with the Cork, Cloyne and Ross group for our senior camp. It was held in Killary Adventure Centre. The theme for the weekend was from the passage in Ezekiel about dry bones becoming flesh. Mr Mark Dunwoody, Mr Shane Tucker and Mr David Brown led the evening meetings.



## Church of Ireland Youth Department – Report 2011

*Dawn Service at Skreen* A group of 50 turned up at 7am to watch the sun rise and enjoy communion on the beach with Bishop Richard Henderson and Rev Alan Synnott. Ms Audrey Moore and her army put a warm breakfast together afterwards in the hall.

*Boda Berg trip to Roscommon* The three youth groups went for the day to Roscommon.

*Worship Service St Michaels* IGNITE Group held a service in Ballina, Rev Alan Synnott gave the talk.

*Youth Group Leaders Meeting* Ten leaders gathered in The Ice House in Ballina to look at the programme of events in the past and upcoming events in the Dioceses. Mr Shane Tucker the all-Ireland Co-Ordinator for Ireland spoke.

*Summer Madness 10* A group of 10 went up to Belfast to *Summer Madness* in July. This event has been running for many years now and offers a wide range of workshops/seminars, prayer/worship styles, Christian rock bands, charities and sports/activities. We camped with the other dioceses from around the south of Ireland. On Monday the leaders organised a barbeque for everyone.

*Junior Camp Lissadell* A group of 10 to 13 year olds went on the Lissadell camp, the theme for the weekend was Survival, we looked at passages from the Bible connected to survival. We went horse riding and go-karting in Letterkenny.

### Events 2010

- September leadership training weekend with Rev Vicki Lynch Youth Officer for Limerick;
- Junior Camp in Galway with Limerick group;
- DIG, Splash and IGNITE Youth Group meetings;
- October Service for all the primary schools in the Dioceses;
- All-Ireland Camp *ANOIS 10* for the second time in Kilkenny College, speaker was Ms Rachel Gardiner from London, and was held in October for 13 – 17 year olds. All of the Dioceses' worked together to create a fun weekend with bands, activities, worship and workshops;
- *Connect* Training for Youth Officers;
- Ice skating Dublin January;
- *Summer Madness* for 13 – 17 year olds;
- Junior camp Lisadell.

## Church of Ireland Youth Department – Report 2011

### **Conclusion:**

The Church of Ireland Youth Department (CIYD) remains deeply grateful for continued support received from the Republic of Ireland Department of Health and Children (through the Youth Services Grant Scheme) and the Representative Church Body Allocations Committee. The CIYD Board would also wish to thank the Priorities Fund Committee for support regarding programme initiatives across our ministry. At a time of deepening financial concerns, the Church of Ireland Youth Department in partnership with growing youth ministry across the Church's dioceses' continues to develop deepening collaboration and synergy between parish, diocesan and provincial youth ministry. Please pray for the work of CIYD, our dioceses and parish youth ministers that together we will remain faithful to Christ and His mission to a new generation!

Church of Ireland Youth Department – Report 2011

**CIYD Programme 2011 preview**

<b>Organisational Planning and delivery 2011</b>	
<b>‘CONNECT’ (NI)</b> Dates throughout the year.	Series of ‘in-service’ training opportunities for Youth Ministers and volunteer youth leaders.
<b>‘CONNECT’ VENUE @ SUMMER MADNESS</b> 1 – 5 July 2011	CIYD’s annual workshop and coffee bar space that supports youth work at the event.
<b>‘CONNECT’ (RoI)</b> Dates throughout the year.	Series of training opportunities run in partnership with Dioceses across the Church of Ireland.
<b>DYO CONFERENCE</b> 24 – 26 May 2011 17 – 18 November 2011	Annual networking and resource residential for Diocesan Youth Officers across the Church.
<b>REFLECT (NI)</b> 7 – 9 January 2011	Training and development opportunity for volunteer youth leaders aged 16 years and above.
<b>REFLECT (RoI)</b> 18 – 20 February 2011	Training and development opportunity for volunteer youth leaders aged 16 years and above.
<b>ANOIS 2011</b> 29 – 31 October 2011	Republic of Ireland youth work event for young people aged 13+ years.
<b>JUMP PROGRAMME 2011</b> Young adult intern year	Church of Ireland dedicated year ‘in’ for young adults exploring vocational issues particularly re youth work.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND  
YOUTH DEPARTMENT**

**YEAR ENDED 31 DECEMBER 2010**

**BOARD'S RESPONSIBILITIES**

The Board is responsible for preparing the financial statements in accordance with accepted accounting practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

Irish company law requires the Directors to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Department and of the surplus or deficit of the Department for that period. In preparing the financial statements, the Directors are required to:

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

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

The Board is responsible for keeping proper books of account, which disclose with reasonable accuracy at any time the financial position of the Department and to enable them to ensure that the financial statements are prepared in accordance with accounting standards. They are also responsible for safeguarding the assets of the Department and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Church of Ireland Youth Department – Report 2011

**CHURCH OF IRELAND YOUTH DEPARTMENT**  
**INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 DECEMBER 2010**

	<b>2010</b>	<b>2009</b>
	<b>€</b>	<b>€</b>
<b>INCOME</b>		
Department of Education ( Republic of Ireland)	227,944	232,596
Representative Church Body	209,132	228,011
Donations	13,044	3,435
Priorities Fund	34,855	28,150
Insurance	1,737	1,652
Interest	2,193	329
Jump Team	7,668	15,518
Programme	<u>24,103</u>	<u>37,614</u>
<b>TOTAL INCOME</b>	<b><u>520,676</u></b>	<b><u>547,305</u></b>
<b>EXPENDITURE</b>		
<b><u>Staff &amp; Volunteer Costs</u></b>		
Staff salaries and expenses	230,112	250,406
Central Board and Executive	12,340	12,921
<b><u>Training, Programme &amp; Grant Allocations</u></b>		
Training events	40,340	42,992
Programme events	40,949	47,403
Devolved funding grants	76,541	100,980
Summer Madness	5,809	11,260
Youth Link NI audit fee	-	8,901
Jump Project Expenses	11,370	17,478
<b><u>Office &amp; Administration</u></b>		
Insurance	3,957	8,615
Auditors fees	2,182	3,250
Rent	20,141	21,890
Telephone, postage and internet	4,652	7,759
Office expenses	10,984	12,761
Heat and light	2,043	1,912
Depreciation	7,120	7,234
Bank interest and charges	152	136
Resources	686	311
Sundry	<u>3,391</u>	<u>6,952</u>
<b>Carried forward</b>	<b>472,769</b>	<b>563,161</b>

Church of Ireland Youth Department – Report 2011

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND  
YOUTH DEPARTMENT  
INCOME AND EXPENDITURE ACCOUNT – CONTINUED  
YEAR END 31 DECEMBER 2010**

<b>Brought forward</b>	472,769	563,161
<u>Fees &amp; Membership</u>		
General membership fees	1,470	1,524
Youth Link Northern Ireland	<u>11,090</u>	<u>10,537</u>
<b>TOTAL EXPENDITURE</b>	<u>485,329</u>	<u>575,222</u>
	35,347	(27,917)
Foreign exchange difference	<u>(1,880)</u>	<u>6036</u>
<b>NET (DEFICIT) FOR THE YEAR</b>	<u>33,467</u>	<u>(21,881)</u>

Note: The rate of exchange used at 31 December 2010 was £1.00 = €1.162  
(2009 – €1.1259).

Church of Ireland Youth Department – Report 2011

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND  
YOUTH DEPARTMENT  
BALANCE SHEET AS AT 31 DECEMBER 2010**

	<b>2010</b>		<b>2009</b>	
	€	€	€	€
<b>TANGIBLE FIXED ASSETS</b>		1,121		7,985
<b>CURRENT ASSETS</b>				
Debtors and prepayments	116,048		83,232	
<b>CASH AT BANK AND IN HAND</b>				
Cash	<u>7,890</u>		<u>6,961</u>	
	123,938		90,193	
<b>CURRENT LIABILITIES</b>				
Creditors	<u>34,209</u>		<u>40,795</u>	
<b>NET CURRENT ASSETS</b>		<u>89,729</u>		<u>49,398</u>
<b>NET ASSETS</b>		<u>90,850</u>		<u>57,383</u>
<b>GENERAL FUND ACCOUNT</b>		<u>90,850</u>		<u>57,383</u>

Note: The rate of exchange used at 31 December 2010 was £1.00 = €1.162  
(2009 – €1.1259).

The Covenant Council – Report 2011

**THE COVENANT COUNCIL**

The Church of Ireland and the Methodist Church in Ireland

**REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2011**

**MEMBERSHIP**

**Church of Ireland**

The 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  
Rev Peter Thompson  
Mr Cyril McElhinney

**Methodist**

Rev Winston Graham (Co-Chair)  
Rev Donald Ker  
Rev Andrew Dougherty (Secretary)  
Rev Janet Unsworth  
Rev Louise Donald  
Ms Gillian Kingston  
Dr Fergus O’Ferrall  
Mr Nigel Beattie

**Facilitators’ Scheme**

After much thought and discussion, it was agreed that our facilitators should take on a reactive rather than a proactive role and act as representatives in a particular area rather than be fettered by District/Diocesan boundaries. The following areas were agreed: Cork & Kerry, Limerick & Tipperary, Galway, Sligo & Mayo, the Midlands, South East, Gorey, Dublin, Derry & Donegal, Enniskillen & the Lakelands, Armagh & Tyrone, Belfast & North East and Down & Dromore. The Council has recruited some new facilitators and most gaps have now been filled. At the end of each of our meetings news items are agreed and uploaded onto our website to keep facilitators and others informed of our work. ([www.covenantcouncil.org](http://www.covenantcouncil.org))

**Signing of the Covenant**

2012 will mark the tenth anniversary since the signing of the Covenant and we are hoping it can be celebrated in a number of hubs. In particular, it will be celebrated as part of the Mission Meeting at the Methodist Conference in Enniskillen on Friday 8 June 2012. There is an open invitation to attend that evening.

**Local Covenant Partnerships**

During the year, the Council has endeavoured to actively support and encourage Covenant Partnerships that have shown signs of immense strain. Sadly, despite best efforts, some relationships have come to a natural end often because of misunderstanding. Notwithstanding difficulties, the Council would want to encourage



## The Covenant Council – Report 2011

those partnerships that have dissolved to keep the channels of communication open and to continue to exercise mutual respect for the sake of mission. Consequently, the Council offers the following recommendations to existing and future Covenant Partnerships.

### **Recommendations to Covenant Partnerships**

1. When two congregations wish to move forward in a local covenant partnership they should consult and follow the guidelines provided by the Covenant Council. The Covenant Council should appoint Mentors to assist with establishing the Covenant partnership and to ensure that there is continuing adherence to the guidelines.
2. Any covenant arrangement must cover all aspects of the union of the two congregations and be reviewed periodically.
3. An essential element of any new covenant arrangement must be a forum.
4. As both the Church of Ireland and Methodist churches operate different mechanisms for guidance on child protection, each local covenant agreement should stipulate to which scheme it will adhere.
5. Care should be taken over joint initiatives, to ensure that both parties to any such agreement have the same understanding of all issues involved.

### **Interchangeability of Ministries**

The Council has been encouraged to see the progress being made in furthering the proposals for establishing interchangeability of ministry between the two traditions. The Second Statement on the Interchangeability of Ministry and Episcopate to the General Synod of the Church of Ireland and the Conference of Methodist Church in Ireland, included as Appendix B on page 367, is presented to both the General Synod and the Methodist Conference for acceptance by both churches and agreement that the proposals will be pursued.

### **Queen's University of Belfast**

The Council has been regularly updated regarding this project and is encouraged by the admirable progress made. The main players are very close to creating a Local Covenant Partnership, having consulted with and received the imprimatur of all stakeholders. Both chaplains are regularly sharing in ministry and serving as co-chaplains in the Church of Ireland, Church of the Resurrection. They have even given the common space of church and cafe, that sits between the two chaplaincies, a new identity that is all about connections and bringing different networks together. They have also given it a new name *The Hub* as a visible sign of their present endeavours and future goal.

### **Meeting with Church Leaders**

The Council welcomed the Most Rev Alan Harper, Archbishop of Armagh and Primate of All Ireland and Metropolitan and the Rev Paul Kingston, President of the Methodist Church in Ireland, along with other distinguished guests, to our January 2011 meeting which was held in Edgehill Theological College, Belfast. We were updated about the joint Queen's University Chaplaincy Project and considered a working paper on the issue of interchangeability of ministries. The wisdom, encouragement and support offered by both church leaders and other guests, was much appreciated.

## The Covenant Council – Report 2011

### **Membership**

It was agreed to invite two Student Observers to the Council, one nominated by Edgehill Theological College and the other by the Church of Ireland Theological Institute (CITI), which are to be renewed after a twelve month period. Mr Paul Maxwell was nominated by Edgehill and Mr John Godfrey was nominated by CITI. We have also welcomed Rev Denis Campbell as an Observer from the Presbyterian Church in Ireland.

**APPENDIX A**

**RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD**

1. That the report of the Covenant Council be received.
2. That the General Synod receives the *Second Statement on the Interchangeability of Ministry and Episcopate (Book of Reports 2011 page 367)* and refers it to the Standing Committee for further implementation.
3. The General Synod re-appoints its representatives to the Covenant Council for the coming year.

**Church of Ireland**

The 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

Rev Peter Thompson

Mr Cyril McElhinney

4. The General Synod continues to encourage relationship with neighbouring Church of Ireland September 26 ea h year.

**APPENDIX B**

**The Covenant Council**

***Second Statement on the Interchangeability of Ministry and Episcopate to the General Synod of the Church of Ireland and the Conference of Methodist Church in Ireland***

**I. Introduction**

The Council welcomes the support of the working groups of both churches for proposals to bring about the full interchangeability of ministry between our traditions. We believe the joint report and the Agreed Principles tabled at Conference and Synod in 2010 alongside the warm reception of our report to both bodies means that our most urgent task is to help our churches bring about full interchangeability of ministry within the next few years. This is another vital step towards that unity which is both God's will and gift to his people and the end to which the Covenant aspires. The mission of the one, holy, catholic and apostolic church will be greatly strengthened by reaching this important point on our journey together.

Whilst there has now been substantial agreement on key theological and ecclesiological issues, those who prepared the Agreed Principles also noted that among the unresolved issues was 'the manner in which personal *episcopate* is, or could be, manifested in both churches without compromising the best tradition of either as well as some practical matters.'

**II. Office and Function of Bishops and Presidents**

The same Agreed Principles were centred on the close relationship between office and function in the case of Church of Ireland Bishops and the Presidents/Past Presidents of the Methodist Church. The Council suggests that the following be considered for agreement in this key area:

*That, from an agreed future date: (The Council suggests 2014 at the latest)*

- 1.a. the Church of Ireland accept that the Methodist President and his/her predecessors and successors give personal expression to the historic episcopate as embodied in the Methodist Conference.
- b. the Methodist Church in Ireland embrace the title 'episcopal minister' as descriptive of the role and function of the Methodist President and his/her predecessors and successors and Church of Ireland bishops and Archbishops. The term 'episcopal minister' expresses the role of personal oversight currently exercised by the President of the Methodist Church in Ireland in a manner parallel to that in which the Church of Ireland describes the role of personal oversight exercised by a bishop.
2. a. the Methodist President and at least one former Methodist President participate fully in the ordinations/consecrations of Church of Ireland bishops
- b. at least two Church of Ireland bishops participate fully in the Installations of the Methodist President.

## The Covenant Council – Report 2011

- c. after both the above have taken place, Methodist Presidents or former Presidents and Church of Ireland Bishops should participate fully in the ordination of presbyters/priests in either church.
3. both churches would be prepared to live with ‘a period of anomaly’ (just as the Church of South India did in the past) where those ordained as priests/presbyters and consecrated/installed as bishops, archbishops and Presidents before the mutual participation of both churches in each others’ consecrations be fully recognised and accepted within both churches.
4. a. both churches continue to explore the full meaning of the diaconal order/diaconal ministry and commit to working together to further explore and strengthen its role and function.
  - b. the Church of Ireland accepts that the diaconal ministry can be discerned in a variety of forms, including that of Probationers within the Methodist Church in Ireland.

### **III. Liturgy - Ordination, Consecration, Installation**

The Agreed Principles have already stated that our churches ‘affirm the collegial participation of at least three persons, who express the office and function of Episcopal ministry, in the act of Installation of a new President and in the consecration of a Bishop and the communal affirmation of the action by the People of God.’ This is already embodied in the Church of Ireland Ordinal. The Methodist liturgy (or the regulations governing it) for the Installation of a President may need to be amended to ensure that this is made a mandatory requirement.

The Agreed Principles have already noted that ‘common features of the act of Installation/consecration in the two Churches are prayer, the laying on of hands, the presentation of the Bible and vesting’. The invocation of the Holy Spirit is of course also essential. We recommend that just as the Church of Ireland Ordinal uses the phrase ‘for the office and work of a bishop/archbishop’ the Methodist Installation of a President would include something like ‘graciously behold this your servant now called to the sacred office of episcopal ministry and as President of the Conference’.

### **IV. Liturgy - Regulation**

The Church of Ireland may need to amend some of its Constitution regarding who may use Church of Ireland rites in Church of Ireland churches. It may also need to look at regulations governing consecrations to allow the first time participation of a Methodist President. This will not arise if a Church of Ireland bishop participates in the Installation of a President first.

### **V. Authority**

It is proposed that both churches will continue to operate their own ecclesiastical polities post-interchangeability for the time being. However, should a presbyter/priest from either polity take up a post in the other church, he/she will be deemed to be under the authority and regulations of that church.

### **V. Church Polity and Governance Issues**

There are many church polity and governance issues which will have to be addressed, some of which are beyond the remit of the Covenant Council:

## The Covenant Council – Report 2011

### *1. Disciplinary Policies and Procedures*

Provision will need to be made for the mutual recognition of disciplinary policies and procedures in both polities.

### *2. Appointments*

It is assumed that both churches will continue to operate their regulations for the appointment of presbyters/priests through the Stationing Committee, Boards of Nomination, Bishops' appointments etc. However some thought needs to be given to how clergy might be affected when it comes to moving from one church to the other and back again. Our concern here is that there needs to be a seamless movement from one system to the other.

### *3. Finance*

Cognisance would need to be taken of differences between clergy stipends and allowances in the two polities. Both churches may have to amend their clergy pension schemes to allow those working in the other church to continue making payments to the scheme in which they began.

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**COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE**  
**REPORT 2011**

**MEMBERSHIP**

The Archbishops and Bishops

The 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 Samuel Harper	Rev Daniel Nuzum
Rev Iain Knox	Ms Catherine Turner
Rev Darren McCallig	

**Executive Summary**

The work of the Commission for Christian Unity and Dialogue has seen welcome development over the past year.

The business of the Anglican sub-group has inevitably been dominated by consideration of the Anglican Covenant and on a particular approach to the matter that might seem appropriate for the Church of Ireland. There has also, however, been consideration of the use of the Anglican Networks and further attention as to which of these are of particular value and usefulness. The connections between the Church of Ireland and the Porvoo churches have been given both immediacy and verve in the participation of Rev John McDowell.

The Inter-Faith sub-group has embarked on an ambitious programme of integrating dioceses into the work of inter-faith engagement. A very successful conference was held in Dublin in September 2010 and this has been followed by the establishment of inter-faith liaison officers in many of the dioceses of the Church of Ireland. The conference has been the first step in a process that included study of established inter-faith structures in the Diocese of Leicester.

The appointment of the Chair of the Commission for Christian Unity and Dialogue, the Bishop of Meath and Kildare, as President of the Irish Council of Churches has brought the work of the Council more directly within the ambit of the ecumenical work of the Commission. We also welcome the appointment of Mr Mervyn McCullagh as Executive Officer for the Irish Council of Churches and the Irish Inter-Church Meeting.

Although the work of the Covenant Council is under the direct purview of the General Synod, the Commission has properly discussed central aspects of the work of the Covenant Council.

On an experimental basis, the Commission for Christian Unity and Dialogue has added a fourth sub-group to its work, European Affairs. This strand of the concerns of the Church of Ireland had earlier been part of the structures of the Church in Society Committee and on its

Commission for Christian Unity and Dialogue – Report 2011

re-ordering, it was felt that the Commission for Unity and Dialogue might be a suitable 'parent' for this group. This is now being undertaken for a limited period, to be followed by review as to effectiveness.

**Ecumenical Affairs**

*Membership*

The Most Rev Dr Richard Clarke, Bishop of Meath and Kildare (Convenor)  
Dr Kenneth Milne (Honorary Secretary)  
The Rt Rev Richard Henderson, Bishop of Tuam (*resigned 31 January 2011*)  
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

*The Irish Council of Churches (ICC)*

At the annual general meeting of the Irish Council of Churches in March 2010, the Bishop of Meath and Kildare assumed the presidency of the ICC in succession to Rev Tony Davidson. Following the retirement of Mr Michael Earle, (the General Secretary of the Council) the Executive Committee of the Council (through its Management Committee) discussed in detail the restructuring of the ICC and the decision was taken to re-fashion the role of the senior staff member as primarily strategic and less representational in scope. It has been good to welcome Mr Mervyn McCullagh as Executive Officer following his appointment in June 2010. He has quickly settled to his tasks with great insight and energy and in company with a young staff, his colleagues Ms Karen Kelly, Mr Philip McKinley and Mr Adrian Cristea, is giving the ICC a commendable freshness of style and approach. We thank Rev Raymond Fox, who retired in 2010, for his years of service to the Executive Committee of the ICC as a Church of Ireland representative and also Mrs Roberta McKelvey as a co-opted member for twelve years. We welcome the appointment of Dr Kenneth Milne as Rev Raymond Fox's replacement on the Executive Committee. The Church of Ireland is represented on the ICC Board of Overseas Affairs by Dr Milne (with special reference to European matters) and Mr Colin Ferguson. Church of Ireland representatives on the Irish Council of Churches and representatives at Church meetings may be found on page 220 of the Standing Committee report.

*The Irish Inter-Church Meeting (IICM)*

Work continues on aligning the work of the Irish Council of Churches more closely with the Irish Inter-Church Meeting (which includes representation also from the Roman Catholic Church). The IICM hosted a well-organised and lively meeting in October 2010 on the role of the Churches in Irish education systems. This meeting included welcome and major participation from the Church of Ireland representatives.



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*Churches Together in Britain and Ireland (CTBI)*

## Commission for Christian Unity and Dialogue – Report 2011

Minister Conor Lenihan spoke at the conference dinner which was hosted by the two Archbishops of Dublin, Dr John Neill and Dr Diarmuid Martin. Guest of honour on the night was Rabbi Zalman S Lent (Community Rabbi in Ireland). The Muslim leaders could not attend the dinner as they were breaking the Ramadan fast with their families. (See <http://www.ireland.anglican.org/index.php?do=news&newsid=3159> for images from the Conference).

The conference follow-up included a subsequent visit to the Church of Ireland by Archdeacon Michael Ipgrave, an internationally-acclaimed Anglican expert in this field. Then in spring a group, led by the Bishop of Clogher, attended a three-day residential programme in the St Philip's Centre in Leicester. The programme included a visit to a mosque and a Hindu temple as well as opportunities to examine the many theological, pastoral and practical issues raised by living in a multi-religious environment.

The then Archbishop of Dublin, the Most Rev Dr John Neill, played a key role in establishing the new Dublin Interreligious Council (DIRC), co-hosting the inaugural meeting at the end of 2010. The Council is due to be launched officially in May 2011 and promises a model for similar local initiatives.

The Working Group welcomes the committed relationship-building process between Abrahamic faith leaders in Ireland, in which the Archbishop of Armagh, the Most Rev Alan Harper, with other Christian leaders and the leaders of the main Islamic traditions and the Jewish community, in Ireland, have been engaged, including a dialogue where they exchanged Jewish, Christian and Muslim understandings of peace, at Farmleigh House, and shared a meal together, hosted by the President of Ireland, Mary McAleese, at Áras an Uachtaráin.

Meanwhile, the Working Group continues to express the fear voiced in last year's report that the downturn in the economies, both north and south, may cause a backlash resulting in the marginalisation of or new attacks on the diverse communities on this island, leading to 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 and the Working Group hopes the appointment of Interfaith Advisers in each diocese is seen as a priority in the ministry and mission of the whole church.

### **Anglican Affairs**

#### *Membership*

The Rt Rev Michael Burrows, Bishop of Cashel and Ossory (Convenor)

The Rt Rev Harold Miller, Bishop of Down and Dromore

Rev Canon Dr Ian Ellis

Rev Iain Knox

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 (Honorary Secretary))

## Commission for Christian Unity and Dialogue – Report 2011

### *Anglican Covenant*

The working group continued to follow the local and international developments on the Anglican Covenant.

### *Anglican Networks*

The working group suggested appropriate Church of Ireland engagement with the range of Anglican Consultative Council Networks. Church of Ireland contacts have now been identified for each of the networks and a reporting arrangement with the full Commission on Church Unity and Dialogue (CCUD) has been put in place.

### *Anglican Consultative Council (ACC)*

The working group noted that the Standing Committee would be appointing a lay member of ACC to succeed Ms Kate Turner whose term of three meetings would be completed on the eve of the next ACC. Rev Dr Maurice Elliott remains the Church of Ireland clerical member of ACC for another two meetings.

### *Moravian Church*

The working group met with representatives of the Moravian Church in Ireland and agreed to initiate discussions on deepening relationships between the Moravian Church, Church of Ireland and developments arising from the Fetter Lane Agreement (1995).

### *Porvoo*

Regular informative reports on meetings, activities and news in the Porvoo Communion were made by Rev John McDowell, the Church of Ireland Porvoo contact person. The Bishop of Cashel and Ossory attended the Porvoo Church Leaders Consultation in Sweden. Written reports on Porvoo Communion activities were submitted by Rev John McDowell to the CCUD and to the Standing Committee.

### **Porvoo Report**

#### *Full Membership for Denmark*

The most significant event of 2010 in the life of the Porvoo Communion was the accession into full membership of the Evangelical Lutheran Church of Denmark (ELCD). The occasion was marked by a Eucharist and signing ceremony in Copenhagen Cathedral where the Church of Ireland was represented by the Bishop of Clogher, the Rt Rev Michael Jackson.

The ELCD has had observer status within the Communion since the beginning. Decision making within the Church is entirely devolved to the dioceses and although strongly committed to the principles of Porvoo, it took a number of years to work through the internal process of ratifying the Porvoo Common Statement. In the end this was achieved through a decision of the Ecumenical Relations Council of ELCD.

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### *Church Leaders' Consultation*

A Church Leaders' Consultation also took place in Sigtuna, Sweden in April 2010. The Church of Ireland was represented by the Bishop of Cashel, the Rt Rev Michael Burrows and Rev John McDowell.

### *Meeting of the Porvoo Contact Group (PCG)*

The PCG had its annual meeting in Madrid, hosted by the Spanish Episcopal Reformed Church, a full member of the Porvoo Communion. The Group meets to exchange information on developments within its respective Churches and jurisdictions and to plan future Porvoo events.

An additional attraction at the Madrid meeting was the attendance of the Lutheran Church in Great Britain (LCGB), represented by the Rt Rev Jana Gringerga. The LCGB are contemplating applying for full membership of the Porvoo Communion and in the meantime has been given observer status.

A presentation in support of an application for observer status was also given on behalf of the Latvian Evangelical Lutheran Church Abroad (LELCA) by the Rt Rev Ernsts Rotzitis.

### *Porvoo Communion Extension*

The procedure for considering applications for membership of the Porvoo Communion has been somewhat *ad hoc*. The matter was discussed at the PCG meeting and the following process was agreed.

1. Request for Observer status should be sent to PCG, which will make a decision on the matter.
2. The observers would attend at least one PCG meeting, a Church Leaders' Consultation, and a Primates' Meeting before applying for full membership.
3. Requirements for full membership will include the Church's full knowledge of, and agreement with, the Porvoo Declaration.
4. The decision on full membership will be made at a Porvoo Primates' Meeting. (The Church of Ireland expressed reservations to the PCG in respect of this decision).

### *Country Reports*

It is the custom at PCG meetings for each representative to speak to a Country Report submitted earlier.

Below is a sample of matters of interest from other countries:

England: it was explained that the process of ratifying the General Synod's Measure for the Ordination of Women to the Episcopate may take a further two years.

Estonia: As with many Lutheran churches, especially in the Baltic States, the enthusiasm for liturgical reform is not shared by all parishes and there is some difficulty in formalising a Church-wide liturgy.

#### Commission for Christian Unity and Dialogue – Report 2011

Finland: The Finnish Church is continuing to work towards a common understanding of that Porvoo perennial: the diaconate.

Iceland: Some fall-out in Church/State relations has occurred following allegations of a cover-up of sexual abuse.

Norway: Some further discussion has taken place on the matter of the recognition of ministerial qualification from other Churches for the purpose of appointment within the Norwegian Church. It is notoriously difficult to find canonical acceptance within National Lutheran Churches if not trained within those Churches.

Portugal: The recognition of the Lusitanian Church by the State is a huge step forward. The Church now enjoys the same legal status as the Roman Catholic Church.

#### *Future Events*

A Consultation on *Responding to Conflict* was held in Tallinn, Estonia 20 – 23 February 2011. The Church of Ireland is regarded as having particularly useful experience in this field of endeavour and invitations were issued to the Bishops of Limerick and Clogher to act as Resource Persons for the Consultation. The Bishop of Colombo, the Rt Rev Duleep de Chichera, was also been invited to act in that capacity.

The bi-annual Porvoo Primates' Meeting will take place in Cardiff 3 – 7 October 2011 and the PCG member for the Church in Wales, the Rev Gwynn ap Gwilym, reported on preparations. The 2013 meeting has been scheduled for Iceland.

The Evangelical Lutheran Church of Finland will host a *Consultation on Marriage* 1 – 4 November 2011. The aim will be to look at the theological, practical, medical, sociological and moral issues surrounding marriage.

A Porvoo Theological Conference on *Sacraments in the Mission of the Church* will be hosted by the Danish Lutheran Church, in Copenhagen 7 – 10 October 2012.

It is hoped that a further Consultation on the Diaconate will take place in Ireland in 2013.

#### **Networks**

The Commission for Christian Unity and Dialogue appoints representatives to the various networks it is associated with. With the advancement of electronic communication many of these networks converse through email groups/forums thus greatly reducing costs and increasing interaction. These networks include: *Anglican Affairs*, *Network for Inter Faith Concerns* (NIFCON), *Churches Together in Britain and Ireland* (CTBI) and *Church Action on Labour and Life* (CALL). Full information on the networks may be found at: [www.ireland.anglican.org/index.php?do=news&sid=16](http://www.ireland.anglican.org/index.php?do=news&sid=16).

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*Anglican Networks*

**ANGLICAN NETWORKS**

The official Networks of the Anglican Communion, co-ordinated from the Anglican Consultative Council (ACC) office in London, draws together Anglicans involved in particular aspects of mission and ministry. The Church of Ireland is represented on the following committees.

<b>International Anglican Women's Network (IAWN)</b>	Canon Doris Clements
<a href="http://iawn.anglicancommunion.org/index.cfm">http://iawn.anglicancommunion.org/index.cfm</a>	
<b>International Anglican Family Network (IAFN)</b>	Mrs Roberta McKelvey
<a href="http://iafn.anglicancommunion.org/index.cfm">http://iafn.anglicancommunion.org/index.cfm</a>	
<b>International Anglican Youth Network (IAYN)</b>	Mr David Brown
<a href="http://iayn.anglicancommunion.org/index.cfm">http://iayn.anglicancommunion.org/index.cfm</a>	
<b>Anglican Health Network</b>	Rev Daniel Nuzum & Mr Martin O'Connor
<a href="http://www.anglicanhealth.org/">http://www.anglicanhealth.org/</a>	
<b>Anglican Communion Legal Advisor's Network (ACLAN)</b>	The Rt Rev Paul Colton
No website	
<b>Anglican Theological Education Network</b>	Rev Dr Maurice Elliott
<a href="http://www.anglicancommunion.org/ministry/theological/teac/index.cfm">http://www.anglicancommunion.org/ministry/theological/teac/index.cfm</a>	
<b>Anglican Peace and Justice Network (APJN)</b>	The Rt Rev Trevor Williams
<a href="http://apjn.anglicancommunion.org/index.cfm">http://apjn.anglicancommunion.org/index.cfm</a>	
<b>Anglican Refugee and Migrant Network (ARMN)</b>	Mr Philip McKinley
<a href="http://www.anglicancommunion.org/acns/news.cfm/2010/2/12/ACNS4683">http://www.anglicancommunion.org/acns/news.cfm/2010/2/12/ACNS4683</a>	
<b>Anglican Communion Environmental Network (ACEN)</b>	Rev Elaine Murray
<a href="http://acen.anglicancommunion.org/index.cfm">http://acen.anglicancommunion.org/index.cfm</a>	

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**NETWORK FOR INTER FAITH CONCERNS (NIFCON)**

NIFCON links those in different provinces with a particular concern for inter faith relations, and coordinates news and resources in this area.

The Rt Rev Michael Jackson  
<http://nifcon.anglicancommunion.org/index.cfm>

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Commission for Christian Unity and Dialogue – Report 2011

**CTBI NETWORKS**

Many issues facing the church benefit from a unified approach. Churches Together in Britain and Ireland works with member churches to co-ordinate responses, share resources and learn from each other's experiences. There are currently seven main work areas.

<b>The Churches Inter-religious Network</b> <a href="http://www.ctbi.org.uk/CD/16">http://www.ctbi.org.uk/CD/16</a>	Rev Obinna Ulogwara
<b>The Churches Racial Justice Network</b> <a href="http://www.ctbi.org.uk/CB/14">http://www.ctbi.org.uk/CB/14</a>	<i>Vacant</i>
<b>The Global Mission Network</b> <a href="http://www.ctbi.org.uk/CA/13">http://www.ctbi.org.uk/CA/13</a>	Rev Paul Hoey
<b>The Churches International Student Network</b> <a href="http://www.ctbi.org.uk/CC/15">http://www.ctbi.org.uk/CC/15</a>	Rev Darren McCallig
<b>Church and Public Issues</b> <a href="http://www.ctbi.org.uk/CF/18">http://www.ctbi.org.uk/CF/18</a>	Mr Trevor Morrow
<b>Faith &amp; Order Reference Group</b> <a href="http://www.ctbi.org.uk/CG/19">http://www.ctbi.org.uk/CG/19</a>	The Rt Rev Michael Jackson
<b>China Desk</b> <a href="http://www.ctbi.org.uk/153">http://www.ctbi.org.uk/153</a>	The Rt Rev Michael Jackson



**CHURCH ACTION ON LABOUR AND LIFE (CALL)**

An Ecumenical Initiative to Promote Social Europe

Dr K. Milne

<http://www.ceceurope.org/cec-newsletters/call-church-action-on-labour-and-life/>

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Commission for Christian Unity and Dialogue – Report 2011

**European Affairs**

*Membership*

Miss Janet Barcroft

Mr Garrett Casey

The Most Rev Richard Clarke

Mr Robert Cochran

Rev Canon Adrian Empey

Rev Canon David Hutton Bury

Rev Canon Eithne Lynch

Dr Kenneth Milne (Convenor)

Mr Robert Roe

Rev Canon Terence Scott

Professor Ben Tonra

It has been agreed that this working-group, which previously reported through the Church in Society Committee, shall for the present be part of the Commission for Christian Unity and Dialogue, the arrangement to be reviewed after one year. The terms of reference of the working-party are set out in the Church in Society Committee's report to General Synod in 2004 and its role can be summarised as the monitoring of developments in the European Union as they affect Irish society and, in particular, the Church of Ireland. EU policies form a significant part of the agenda of CEC's Church and Society Forum and it is mostly through our membership of ecumenical instruments, CEC in particular, that the Church of Ireland participates in discussion of matters relating to the Union.

The Lisbon Treaty [article 11(4)] provides for a new mechanism, the 'Citizens' Initiative', whereby, subject to certain criteria, the EU can be required to address citizens' concerns about those matters in which the Union has competence. A green paper [EU COM(2009) final] proposing how the Citizens' Initiative might operate issued from Brussels and was considered by the parliamentary Joint Committee in European Affairs in the Republic early in 2010. The Joint Committee sought comments, which we submitted, and which it appended to its report. While pre-dating our working-group's association with the Commission for Christian Unity and Dialogue, the submission is included as an Appendix to this report. The green paper on which the submission comments is to be found on the EU website.



**APPENDIX A**

**RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD**

1. That the report of the Commission for Christian Unity and Dialogue be received.
2. That the following be elected members of the Commission

The Archbishops and Bishops	
The 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 Philip McKinley
Mr Samuel Harper	Rev Niall Sloane
Rev Iain Knox	Rev Helena Tameberg Steed
Rev Darren McCallig	Ms Catherine Turner
Mr Trevor Morrow	Rev Obinna Ulogwara
Rev Daniel Nuzum	
3. That the General Synod welcomes the work of the Inter-Faith Working Group and encourages each diocese to appoint an Inter-Faith Resource Person to foster and encourage Inter-Faith initiatives at diocesan and parochial level.

## Appendix

### **Submission on the green paper on a European Citizens' Initiative from the Working-group on Europe of the Church of Ireland Church in Society Committee to the Oireachtas Joint Committee on European Affairs.**

We welcome the ambition of the European Commission, as expressed in the green paper (p.3) to ensure that European citizens should benefit from this new right as soon as possible after the entering into force of the Lisbon Treaty (i.e., by December 2010). We are glad to avail ourselves of the opportunity afforded us by the Commission and the Oireachtas Joint Committee on European Affairs to submit our comments.

Before taking in numerical order the issues set out in the green paper we wish to put on record our appreciation of the fact that the proposed Initiative goes some way towards addressing the view frequently expressed by supporters of the Union, as well as by its critics, that insufficient effort is devoted to bridge the gap that is perceived to exist between the citizens of the member states and the institutions of the Union. We also recognise that in devising the *modus operandi* of the Initiative the perennial tension between parliamentary democracy and populism has to be borne in mind.

#### **1. Minimum number of member states from which citizens must come**

We consider that a minimum of one third is preferable, and that while this is easily computed with 27 member states, the number would be rounded up where the number of member states was not evenly divisible by three.

#### **2. Minimum number of signatures per member state**

While the suggested 0.2% seems reasonable to us, it might foster alliances between large and small states by stipulating a minority of 0.2% per state to require each state to reach 1% of the aggregate of participating states.

#### **3. Eligibility to support a citizens' initiative- minimum age**

We agree that the age for eligibility to sign should in each state be the age of eligibility for voting in European elections there, noting that this is the general practice in those states that have an equivalent of the Citizens' Initiative.

#### **4. Form and wording of a Citizens' Initiative**

While arguing that requiring proposers to draft a legal document is unrealistic (and quite likely in the eyes of some to cast doubts on the good faith behind the whole concept of citizen involvement) yet we acknowledge the necessity to avoid frivolous, unclear and inappropriate proposals. Nor would we wish to see the spirit that informs the concept to become the tool of well-organised and well-funded pressure groups. Perhaps a template of some kind needs to be provided identifying:

- the terms of the proposal itself;
- the aims that it seeks to achieve, with arguments;

- how it relates to treaty-based powers of the Commission;
- such organisations and groups that support the proposal, with details of their sources of funding. (see 8 below)

**5. Requirements for collection, verification and authentication of signatures**

While at first sight a harmonised procedure for collecting signatures would be attractive, it is scarcely necessary in practice, and so we would recommend that the mechanisms that already exist for such procedures in member states should suffice. However, account needs to be taken of the fact that in the case of Ireland, for example, the register for European elections lists voters who are not necessarily citizens.

So far as the participation of non-resident citizens is concerned, it should be noted that they have no votes in Irish elections other than those for university seats in Seanad Éireann. Furthermore, and while it might be consistent with the spirit of the Citizens' Initiative for the signatures of non-resident citizens to be allowed, the sheer logistics of validating them would seem daunting.

**6. Time limit for the collection of signatures**

The period of one year would seem reasonable.

**7. Registration of proposed initiatives**

A mandatory system of initiation is necessary, the ratification of registration being the required starting point for the collection of signatures. We would recommend that the registration process be the business of the Ombudsman, rather than of the Commission or other institutions of the Union.

**8. Requirements for organisers-Transparency of funding**

Agreed

**9. Examination of citizens' Initiatives by the Commission**

We agree that there is a strong case for fixing a time limit for the Commission to respond to a Citizen's Initiative. Six months, with the possibility of extension by a further three months in especially complex cases, would seem appropriate.

**10. Initiatives on the same issue**

We would be reluctant to envisage the Commission or other EU institutions having the right to reject Initiatives other than for non-compliance with the provisions provided for in (4) and (8) above, and would prefer that no disincentives were put in place.

Liturgical Advisory Committee – Report 2011

**THE LITURGICAL ADVISORY COMMITTEE**

**REPORT 2011**

**MEMBERSHIP ELECTED 2010**

The Rt Rev Harold Miller (Chair)	Rev Alan Ruffi
The Rt Rev Michael Burrows (Vice Chair)	Rev Elizabeth Hanna
Rev Canon Gerald Field (Hon Secretary)	Rev Peter McDowell
Rev Canon Michael Kennedy	Mrs Jacqui Wilkinson
Ven Richard Rountree	Mrs Alison Cadden
Rev Dr Maria Jansson	Ms Julie Bell

**Co-opted Members**

Rev Peter Thompson  
Rev Adrian Dorrian  
Rev Sandra Pragnell  
Rev Robert Ferris  
Rev Ken Rue

**Consultants**

Canon Lady Shiel  
Rev Canon Brian Mayne  
Rev Canon Edgar Turner  
Dr Donald Davison

**Church of Ireland Theological Institute Rep**

Mr Jim Conlan

**EXECUTIVE SUMMARY**

The Liturgical Advisory Committee (LAC) continues to work on behalf of the Church of Ireland in considering the diverse elements which are brought together when a community meets for worship. The sub-committees which have served the LAC so well during the past triennium continue to be the focus of discussion, planning and action. Completed projects and future plans have brought about a revision of the sub-committees, which now function in the areas of Liturgical Education and Formation, Music and Art, with Liturgical Resources and Electronic Liturgy having been amalgamated. The Liturgical Space sub-committee has completed its task.

The objectives for the coming year will be the production of the second volume in the *PRISM Series*, continuing development and enhancement of the worship webpages, consideration of worship resources for Lent, Holy Week and Easter pertinent to the Church of Ireland, and a review of musical resources in the area of hymnody. The involvement of the Church of Ireland continues to be valued and respected within the international and interdenominational liturgical forums. The LAC will once again represent the Church of Ireland at the International Anglican Liturgical Consultation in Canterbury, England in August, and the Four Nations Liturgical Group (an annual conference of representatives from the Liturgical committees of the Anglican churches in Ireland, Scotland, England and Wales).

## Liturgical Advisory Committee – Report 2011

### **REPORT**

A number of projects which the Committee has been working on came to fruition in the past year, most notably the final edition in the three-year cycle of *Singing Psalms* and the publication of guidelines for those considering the development and use of liturgical space in our churches.

The work of Mrs Alison Cadden and Rev Peter Thompson in producing an alternative to Anglican Chant or simply saying the psalms has been on-going for four years. The publication of *Singing Psalms Year A* in time for Advent Sunday 2010 brings to a conclusion their work on the Sunday Lectionary Psalms, on behalf of the LAC and for the Church of Ireland. The LAC wishes to express its deepest appreciation to Alison and Peter for their generosity of time and talents in enabling this project to reach fruition, both through the printed volumes and their piloting of their work as the publications were launched across the country. The three volumes of *Singing Psalms* will be a lasting testament to their contribution to the liturgy of the Church and a great resource within the Church of Ireland (and beyond) for many years. As a Committee we wish also to express our thanks to Columba Press for their support of this project over the period of its development through their publishing facilities.

Following its presentation to General Synod last year and Synod's authorization for publication, *Liturgical Space and Church Re-ordering: issues of good practice* (produced by Church of Ireland Publishing) was launched in November 2010 and has been made available to all parishes and their clergy for reference.

The Committee also completed its work on a eucharistic prayer which may be used when a significant number of children are present. The final draft was presented to the archbishops and bishops, which approved a seven year experimental use from December 2010.

The final work to be completed, which was highlighted in last year's report, was the guidelines for good practice in the liturgical use of oil.

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**

Following on from the success of *Celebrating Communion*, the first in the *PRISM* series of parish based liturgical education programmes, the authors have been working on the second volume in the series looking at baptism. It is expected that we will have this resource available for parish use later in the year and, as was the case with the first volume in the series, the expectation is that this may be used in a variety of ways within the parish setting.

## Liturgical Advisory Committee – Report 2011

### **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**

Under this heading a new sub-committee has been formed to consider the subject of hymnody. As reported last year, it is over ten years since Church Hymnal 5 was published and over fifteen years since the original committee began its work on its composition. During that time significant new hymnody resources have been produced which have led to particular areas of consideration by the sub-committee, including material which is suitable for worship with children, 'new' material that has emerged in recent years, liturgical resources and popular hymns which are absent from Church Hymnal 5. The sub-committee welcomes the involvement of the Dublin and Glendalough Church Music Committee, and appreciates the suggestions already submitted from across the wider Church of Ireland and would welcome further suggestions for items that might be included in a modest, low-cost supplement to the hymnal.

### **LITURGICAL RESOURCES & ELECTRONIC LITURGY**

It has been the intention of the LAC that, wherever possible, new liturgical resource material be made available to parishes and clergy via the worship pages of the Church of Ireland website. To facilitate this, the Committee decided to amalgamate the Resources and Electronic Liturgy Sub-committees. The first task of this group was to upload the content of the previously circulated green folder *The Book of Common Prayer Resource Manual*. This was completed in November 2010 and all future additions to those resources will be added via the Resources section of the website.

After extensive revision Canon Michael Kennedy has completed the updating of his *Commentaries on the 2004 Edition of the Book of Common Prayer of the Church of Ireland*. The Commentaries are in five sections, Morning and Evening Prayer and the Litany; the Eucharist; Christian Initiation; the Pastoral Offices; the Ordinal.

It is envisaged that this work will be made available through electronic publication, in collaboration between the General Synod's Literature Committee and the Liturgical Advisory Committee.

As noted in last year's report, the work of this sub-committee is largely dependent upon the needs of parishes and worship co-ordinators being identified and communicated to it. Once again we would encourage those involved in planning worship to advise the Committee, through the Diocesan Liturgical Officers, of any resources they feel the LAC may be able to help provide.

The work of this sub-committee in the area of Electronic Liturgy has continued to focus upon the worship pages 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 having come on stream in autumn 2010.

As reported last year, discussions with the author have taken place to make available on line Bishop Edward Darling's valuable resource *Sing to the Word*. Now that the book is unfortunately out of print, Bishop Darling has generously given permission for *Sing to*

#### Liturgical Advisory Committee – Report 2011

*the Word* to be included initially in the Sunday Lectionary resources of the worship page. The suggested hymns for each Sunday (relevant to the Readings) appear below the Post-Communion Prayer.

Following last year's advice to registered users of the electronic liturgy software *Visual Liturgy 4* was to continue using VL4 without the upgrade to VL Live whilst talks were undertaken with the new publishers (Hymns Ancient and Modern) we can report that an agreement has been reached whereby an updated Irish module calendar for Visual Liturgy is available. Those wanting information on how to access the update are invited to contact Rev Alan Rufli.

#### **FUTURE PLANS:**

Our future plans include:

- 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 Paul Arbuthnot (formerly the CITC observer on the LAC) was replaced on the Committee by Mr Jim Conlon. In recent years the LAC has recognised its limitations with regard to marketing the work it produces. We are most grateful to Mr Richard Ryan for agreeing to act as a consultant to the LAC in regard to this matter.

Church of Ireland Council for Mission – Report 2011  
**THE CHURCH OF IRELAND COUNCIL FOR MISSION**  
**Report to the General Synod 2011**

**Membership (January 2011)**

The Rt Rev Harold Miller	House of Bishops
Very Rev Stephen Lowry	Synod
Rev Bobbie Moore	Synod (resigned 2010)
Mrs Felix Blennerhassett	Synod
Vacant	Synod
Rev Paul Hoey	Synod
Vacant	Synod
Mrs Margaret Crawford	Mothers' Union
Vacant	CIYD
Vacant	Bishops Appeal
Mr Thomas 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
Vacant	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 Creighton	Derry
Rev Ken McLaughlin	Derry alternate



Church of Ireland Council for Mission – Report 2011

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 attend when the principal representative is unable to.

**EXECUTIVE SUMMARY**

OBJECTIVES for 2011:

1. To seek the permission of the Synod to re-shape the committee in such a way as to enable it to fulfil its aims in a more efficient way.
2. To build on the initially encouraging response to *Back to Church Sunday* and to enable more parishes to make this most of this venture as a missional opportunity.

**Membership**

The Council, mindful of the potential reorganization of committee structures within the Church of Ireland, chose not to seek reappointments where membership places fall vacant.

It was also generally felt that a smaller, more streamlined body could serve the purposes of the Church more effectively and a motion to this end is being presented to the Synod.

**Joint Mission Group**

A new Joint Mission Group with the Methodist Church in Ireland has been established to promote shared missional education and communication.

The Council is represented by Rev Paul Hoey, Capt Colin Taylor and Mr Geoffrey Hamilton.

In its first two meetings the group has focused on:

1. shared promotion of the *Back to Church Sunday* initiative;
2. anticipating the interchangeability of ministry as a reality. How might this be seen as a creative missional experiment?
3. shared missional leadership training (ordained and lay). The group is looking at what resources are available and could be recommended and how this in.3(o2e)-5.29ndat.5( cou and)(re)-7.5a

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## Church of Ireland Council for Mission – Report 2011

The Mission Event in 2011 is a seminar on *Making the Most of Back to Church Sunday*. It will be held in the Armagh City Hotel. Mr Michael Harvey, co-ordinator of *Back to Church Sunday* in UK and Ireland, will be the main speaker.

### **Mission Strategy and the Church of Ireland**

The Council recognizes the work of the mission agencies to provide vital, ongoing resources and support to parishes in the outworking of their involvement in the mission of God. It is concerned that parishes should make the most of the resources they allocate by supporting the official mission agencies of the Church. It encourages each parish in the Church of Ireland to be strategic, prayerful and generous in support for the agencies even in these times of financial stringency.

The Council wishes to commend the *Discover* course produced by CMSI as a tool to help parishes develop a missional mindset. For more information see [www.discovermission.org](http://www.discovermission.org)

### **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 in Ireland had the highest levels of church attendance anywhere in Europe. But they also showed a serious decline in weekly attendance. For instance, in the Republic of Ireland, attendance had declined in the two years from 2002 to 2004 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.

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;

#### Church of Ireland Council for Mission – Report 2011

- 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's own pilot project to collect statistics has commenced with three dioceses, Derry, Kilmore and Meath. A sample of the form to be filled in is attached as an appendix to this report. We are grateful to the Bishops and Diocesan Secretaries concerned for their willingness to be involved.

As soon as the figures are available the process of analysis will be carried out using an electronic tool. The process will also be reviewed with the Diocesan Secretaries.

#### **Mission Council Agenda**

In order to ensure a balanced agenda the Council has embarked on a process of study and engagement on the following issues over the next two years:

1. rediscovering the mission of God: theological reflection on Biblical principles in world mission;
2. relief, development evangelism and church growth: presenting God's call to holistic mission.

#### **AMS**

The Association of Mission Societies (AMS) is an informal forum for representatives of those mission agencies which have an ongoing relationship with the Church of Ireland. It meets regularly 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's representation on the Council.

It is currently pursuing a number of areas of activity:

- a. it is producing a series of articles on the work of agencies within AMS for publication in the *Church of Ireland Gazette*;
- b. it is engaging in an ongoing discussion with the Archbishop of Armagh on the nature of mission in Ireland today and the needs of the Church of Ireland;
- c. it is building an involvement in the life of the Church of Ireland Theological Institute by regular participation in worship, leading information events and helping in appropriate ways to resource the curriculum. The Institute has also appointed a staff and a student representative to attend annual AMS meetings with the intention of promoting a two-way listening process.

## Church of Ireland Council for Mission – Report 2011

### **Mission Networks**

The Council is represented on the Churches Together in Britain and Ireland (CTBI) mission forum, the Churches' Network for Mission. This is a valuable forum for the sharing of missional experience and resources. Information is available on the website [www.globalmissionsnetwork.info/](http://www.globalmissionsnetwork.info/).

Much of the focus over 2010 was on the Edinburgh World Mission Conference, celebrating the centenary of the first ecumenical world mission conference. It was a much smaller event than the original nevertheless the conference was significant in its impact particularly through the provision of some excellent study materials and new resources.

For these see [www.edinburgh2010.org/en/resources.html](http://www.edinburgh2010.org/en/resources.html)

### **Back to Church Sunday**

Back to Church Sunday is an initiative that has been making an impact in Great Britain since 2004 in just one English diocese. Although a few Church of Ireland churches tapped into this in an informal way it was only in 2010 that Back to Church Sunday was officially promoted in Ireland, north and south. The initial response was encouraging with over 40 parishes signed up for participation. Approximately 50/60 Methodist churches took part.

Research shows that, overall, there has been a positive impact. One medium sized parish recorded a 25/30% increase in attendance. Another small church's Sunday congregation hit 100 for the first time in very many years, using as its slogan "Come as you are". Another parish invited back parents of children baptized in recent years and has seen a healthy response. Several months on one parish records that 15 – 20 of those who 'came back' have stayed.

The Council is recommending that the Church should build on this encouraging beginning. It has established a small group, jointly with the Methodist Home Mission Department, to develop some resources particularly appropriate for churches in Ireland and to run a number of promotional events in different parts of the country.

### **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.

In particular, the Council welcomed the appointments of Mr Ronnie Briggs as CMSI Director of Mission and Rev Trevor Johnston as Crosslinks Ireland Team Leader.

**APPENDIX A**

**RESOLUTION TO BE PROPOSED TO THE GENERAL SYNOD**

1. That the constitution of the Church of Ireland Council for Mission be amended to read as follows:

Remit

- to stimulate within the Church of Ireland a sense of the priority and urgency of mission;
- to advocate the complementary nature of mission globally and locally;
- To maintain close relationships with other bodies concerned with mission in particular with Diocesan Boards of Mission, the Association of Mission Societies and mission and overseas development agencies;
- to promote effective models of mission and evangelism;
- to encourage reflection on the theology of mission;
- to allocate funds from St Patrick's Memorial Fund and other funds at its disposal.

Membership, elected triennially, should consist of:

- one member nominated by the House of Bishops, elected triennially;
- six members nominated by General Synod, elected triennially;
- four members nominated (on a rotation basis) from within the Association of Mission Societies;
- One member nominated by the Covenant partners in the Methodist Church in Ireland
- one member nominated from among the students of the Church of Ireland Theological Institute;
- up to four members co-opted.

To address the issue of communication with dioceses the Council will host an annual network conference, with the purpose of listening and sharing and stimulating debate:

1. That each parish in the Church of Ireland should be encouraged to make the most of the missional opportunity afforded by Back to Church Sunday;
2. That the Council should continue with the important work of compiling the statistics that are already available in the dioceses of the Church of Ireland and, at an appropriate stage, widen out the pilot presently being conducted to include all the dioceses;
3. That endorsement be given to CMSI in its promotion of the Discover course and that parishes be encouraged to use it with as many different groups as possible.

Church of Ireland Council for Mission – Report 2011

APPENDIX B



Diocese:   
 Parish:   
 Church:

**Occasions**

<b>Baptisms</b>	<i>Up to 1 year old</i>	<i>1 to 12 years</i>	<i>13 and over</i>
<i>Insert number...</i>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Confirmations</b>	<i>Up to 12 years</i>	<i>13-18 years</i>	<i>18 and over</i>
<i>Insert numbers</i>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Marriages:</b>	<input type="text"/>		
<b>Funerals:</b>	<input type="text"/>		
<b>Festivals</b>	<i>Communicants</i>	<i>Total attending worship</i>	
<b>Easter:</b>	<input type="text"/>	<input type="text"/>	
<b>Christmas:</b>	<input type="text"/>	<input type="text"/>	

**Attendances in 1<sup>st</sup> Four Sundays of October**

Sunday	All	Adults	Under 16	
<i>1<sup>st</sup> 4 Sundays:</i>	<i>All at worship on Sunday</i>	<i>Adults attending weekday services &amp; worship events</i>	<i>Number at worship services and/or Sunday activities</i>	<i>Additional no. at weekday services &amp; worship activities</i>
<input type="text"/> Oct 20 <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/> Oct 20 <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/> Oct 20 <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/> Oct 20 <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**Type of Parish:**

I would describe this individual church as... (circle/underline all that apply)  
 Rural      Village-based      Town-based      Urban      Other

**This year's Mission Question:**

Which small group programme or materials (if any) have you used in your parish in the last two years? e.g. Alpha, Church 21, etc..

<b>Avg Sunday Attendance</b>	adults	Young (under 16)
<i>Insert numbers</i>	<input type="text"/>	<input type="text"/>

**General Vestry List:**

Signed: \_\_\_\_\_ Name in Block Capitals: \_\_\_\_\_ Date: \_\_\_\_\_  
 Please return to your local diocesan office by Jan 31st 2011 PLEASE SEE NOTES OVERLEAF

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NOTES:

A separate form should be completed for each church in a group or union of parishes. This enables analysis of the strengths of different sized worshipping communities

- 1 Baptisms are to be categorised into three age groups.
- 2 Confirmations may only happen once every few years. Please include here people from this church who were confirmed here, or took part in a confirmation service elsewhere. Do not include people from other parishes who were confirmed in this church. Please record those confirmed into the three age groups.
- 3 Number of couples married in this church. This does not include Blessings following Civil Ceremonies.
- 4 Total number of Funeral Services associated with this church community, including Cremations, burials, whether or not the church building was used.
- 5 Easter Services include any Saturday Vigil and all services on Easter Day. Add also total number of Communicants present
- 6 Christmas Services for this survey include services from 4 pm on Christmas Eve and all Christmas Day
- 7 You were asked to identify numbers of children and adults attending all services during the first four weeks of October. If you have a regular midweek service, or a daily service please count the total number of attendances (the same person may be counted more than once) and include the figure here.  
Please indicate with an asterisk and make a note if any of these attendance figures were unusual for any reason (Harvest etc.)
- 8 Each year the survey asks a once-only question, the answer to which is unlikely to change in your parish from year to year. Annual returns will build up a picture of the qualities of life in local churches which aid or hinder mission and growth. This year's question is to do with your locality. Please indicate which term(s) best describe your church's setting.
- 9 Eliminating Harvest Sunday and Easter Sunday, and Christmas Day if it falls on a Sunday, please estimate the numbers of young people (aged under 16) and adults on an average Sunday, by adding the attendances over the year and dividing by 50. This figure may change e.g. if you have two services a month the figure will be 24; or if Christmas Day is on a Sunday and there are otherwise 52 Sundays the figure will be 49.
- 10 Please return the numbers of people on your General Vestry List following its most recent revision.

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**APPENDIX C**

MISSIONARY SOCIETY CONTRIBUTIONS FROM THE CHURCH OF IRELAND 2010

Where there are blanks no figure was returned

Society	Donations £ Stg	Donations Euro
Bible Society (NI)	12029	0
Church Army	60102	0
CMSI	0	597807
Church's Ministry among the Jewish People	32845	0
CPAS	27894	2707
Crosslinks	115800	21500
Dublin University Far Eastern Mission	3852	0
Dublin University Mission to Chota Nagpur	0	0
Feed the Minds, Ireland	0	0
ICS		0
ICM		0
Interserve		0
Jerusalem and Middle East Church	1468	0
Leprosy Mission	0	0
Mission to Seafarers		10051
Mothers' Union	160052	0
National Bible Society	0	
Society for the Promotion of Christian Knowledge	855	4262
Tearfund		0
SOMA	0	0
South American Missionary Society	197804	8400
United Society for the Propagation of the Gospel	0	0
	0	0
<b>Total</b>	<b>600671</b>	<b>644727</b>



Commission on Ministry – Report 2011

**COMMISSION ON MINISTRY**

**REPORT 2011**

**1. Membership**

*House of Bishops*

The Rt Rev Kenneth Good, Bishop of Derry and Raphoe (Chairman)

*Standing Committee*

*General Synod – clerical*

Ven Gary Hastings

*Pensions Board*

Rev Edward Woods

*General Synod – lay*

Ms Ruth Handy  
Mr Andrew McNeile

*Representative Church Body*

Mrs Lorna Gleasure

*Director of the Theological Institute*

Rev Dr Maurice Elliott

*Honorary Secretaries*

Mr Samuel Harper

*Co-opted*

Mr Greg Fromholz

*Director of Ordinands*

Very Rev Katharine 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 archbishops and 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
- Retirement Planning for Clergy
- Mid-career Programme for Clergy

**4. Purpose**

To reflect on and propose changes to ministry training, deployment and support as will assist the Church to achieve its mission and sustain and nurture the clergy already in the Church's care throughout their lifetime.

**5. Aims for 2011 to May 2012**

The Commission on Ministry aims:

- a) to continue to provide pre-retirement courses for clergy;
- 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 collaborate with other Church of Ireland committees where areas of work may coincide.

**6. Missional Ministry in the West of Ireland**

The Very Rev Sue 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.

During 2010, the Commission on Ministry was informed that work in this area had faltered due to an uncertain response to it from some quarters. The Commission on Ministry recognised that there may be a broader crisis within the Church of Ireland and felt that this should be explored and quantified with greater clarity before any other work is undertaken.

The Commission on Ministry requested that the Ven Gary Hastings produce a paper on this issue and it is included as Appendix A on page 402.

In January 2011, the Commission on Ministry appointed a sub-group to examine the issue of how ministry in the west of Ireland may be brought forward. The sub-group informed the Commission on Ministry at its meeting in March 2011 that thought had been given as to how the findings of the papers written by the Very Rev Sue Patterson and the Ven Gary Hastings could best be advanced. The Commission agreed that the

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strength of Ven Gary Hastings' paper could be reinforced by the gathering of objective data and statistics.

It was noted that the Council for Mission, in recent years, had sought the permission of the Standing Committee to proceed with a project for collecting statistical information and it was agreed that the Rt Rev Kenneth Good as Chairman of the Commission on Ministry would contact the Chairman of the Council for Mission to ascertain if it was still the Council for Mission's wish for this research to be carried out and, if so, the Commission on Ministry wished to support and work with the Council for Mission in this task. It was agreed that if the joint project were to proceed the Commission would inform the archbishops and bishops at the relevant time.

### **7. Mid-Vocation Programme for Clergy**

In 2010, the Commission on Ministry appointed a working group, chaired by the then Bishop of Tuam, to design and run a mid-vocation programme for clergy. The group met several times and ran an overnight workshop in the Church of Ireland Theological Institute in January 2011 as a pilot programme. It was well received by the clergy who participated in it and it is hoped to repeat the experiment, with some amendments, in early 2012. The group is also compiling a list of resources useful to people at this stage in their ministry.

### **8. Retirement Planning for Clergy**

The Commission has continued with pre-retirement courses for clergy. One was run in Armagh in the spring of 2010 and another one is scheduled for Dublin in May, 2011.

**APPENDIX A**

The Future of the Church of Ireland.

The public face of the Church of Ireland today still bears a strong resemblance to the public face it had in the 1950's and 60's, if the Irish Times, Diocesan magazines and the Gazette are anything to go by. It looks, sounds and smells much the same. Charity drives for one good cause or another, mission in Africa and the Third World, Bishops, Archdeacons and clergy, choirs and history, tea and buns; schools and church roofs and halls to be built or kept up. Elderly churchwardens, organists and choirmasters, someone doing something somewhere with 'Youth'. It's still much the same institution most of us were baptised and confirmed in. On the surface.

We are living at a time of cultural flux which is increasingly affecting our church. Religion has been marginalised from mainstream culture. It is no longer obligatory to be a Christian, or a Christian of a particular denomination, in order to be a member of society. This cultural change has induced a widespread trend of apathy towards religion on the one hand, and a swing to the right on the other. Though there is a vocal, minority, anti-faith, 'scientist' movement with strong media support, [Dawkins et al.] a majority of the population still say they 'believe in God' and are 'spiritual', though not in any structured or visible way. (In that at least they may differ little from some of our own parishioners!) Other faiths now present in society, Islam amongst the largest of them, are mostly ethnically based, and not usually perceived as an alternative. The European institutional churches —Roman Catholic, Presbyterian, Methodist, Anglican, Lutheran, etc. — are the product of long political and historical processes, including the Reformation, but they now find themselves in an entirely new context. This is comparable to the state of religious affairs in North America, where churches and faiths are in a 'commercial' context where every religious grouping has an equal place in a competitive market, and is obliged to sell itself and its beliefs as best it can. Not what we are used to, with our hereditary, tribal, ethno-political population bases.

The result of all this in the Church of Ireland so far is that numbers in our churches are going down, North and South, and young people are no longer attending. This is also the case for other denominations, especially the institutional churches, both here in W. Europe and North America. The speed of this decline varies from country to country depending on local situations, history and culture. We are still relatively high up the 'slippery slope'. A sample of attendance figures across Ireland over the last 10 years would tell us how steep that slope is in our case, and where the line of decline is theoretically going to hit the metaphorical X axis, the 'vanishing point', — The End of the Church of Ireland As We Know It. [To be melodramatic about it.]

For sure, in 20 years time, or possibly before that, many small rural churches will either have gone, or be on their last legs, and not just in the scattered West of Ireland. A large proportion

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at the minute have an elderly or at least later middle aged population, and the gap between the very young,(under 12 or Confirmation age) and the next age group above them is widening constantly. In many churches the youngest members apart from young children may be in their early 40's. Young people, having departed after confirmation, (if they were there at all,) no longer return later in life with their own children as was once the case. A cord has been cut, the tradition of osmotically passing on the faith, combined with weekly church attendance, is past. As a result the 'vanishing point' for very many of these small communities is no longer over the visible horizon, it will arrive within our lifetimes.

Urban churches are a more mixed bag, and it is more difficult to generalise amongst them. Some of these have specialised in their worship style or approach and have drawn congregations from outside parish geography and hereditary groupings, and may have a greater chance of survival, but others are as doomed as any small rural parish.

The North of Ireland with its larger numbers may seem healthier than the Republic, but the same process of decline seems inevitable there too. Since the end of the Troubles in the North, the religious markers which delineate tribe and belonging even in the most superficial and facile way will increasingly wither away, and any support this gives to either church attendance or nominal affiliation will also atrophy. The cultural ties and obligations of church membership in the South of Ireland are also greatly weakened by societal changes there.

Metaphors of cancer and the Titanic may be too dramatic, it's more a matter of slow, quiet, respectable deflation, a gentle haemorrhaging allowing us to drift off to sleep in the damp but hallowed halls of elder glory. If it is a crisis, it is a crisis in slow motion. Yet things are going to change and we should prepare for that change. There is time, but we should look at trends and plan ahead where we can.

There are two sides to this (at least). At the level of management, — staffing, finance, pensions, income, the grouping and structuring of parishes and dioceses, we must be proactive in as far as we can. On the religious side of things it will be more complicated. To prophesy for a moment: —some will wish to continue to be what they are, the way they always were and fair play to them, and they must be looked after, clergy and laity. Others will, as trends elsewhere have shown, tend to pull sharply to the right, to a more narrowly defined and exclusive theology. It is to be hoped that the majority will keep its collective head and attempt to achieve a living, breathing, flexible institution, (or perhaps loose confederation of smaller groups,) which will, all being well, continue to be broad minded, broad based, inclusive, outward looking, and happy to engage with the culture round them constructively and to vocalise the gospel in a stimulating and relevant way. Reformation divisions will fade into insignificance, and the older, reactionary churches which came out of that Reformation period, ourselves and our 39 Articles amongst them, will find themselves in new reactionary positions as Christianity (re-)polarises round contemporary issues, most likely liberal versus conservative.

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This is the time to do some crystal ball gazing, gather a bit of information, and see where the boat is going, how fast [or whether] it's going down and what sort of lifeboats we may need to design. Merely harvesting figures is not enough, detailed analysis will be necessary with a view to informing policy. (For example, cf *Quo Vadimus*, 1998 & *The Challenge of Indifference (A Need for Religious Revival in Ireland)*, 2009, by Micheál Mac Gréil SJ.) This is also a wider European phenomenon, and the Lutherans, the Presbyterians, European Roman Catholics and other institutional churches are going through the same thing, so there is an ecumenical element here which is worth remembering, and other churches are already engaged in this research. In Ireland the cultural changes affecting us equally affect the RC church, and there is expertise there we should not ignore. In the South of Ireland at least our fates are intertwined to a large extent. More fundamentally for us, changes in liturgy, spirituality, worship and ministry styles and needs will mean that our definition of ourselves as Anglican will need looking at, since at present it is based on just those things.

This is not entirely a matter of doom and gloom. There is quite clearly a period of catharsis ahead of us, and the Church of Ireland will not come through it unchanged. A decline in numbers or adherents is going to happen, one way or another. This is neither good nor bad, merely inevitable, but it may be possible for us to influence what happens at the bottom of the graph —how close we get to the X-axis, and what happens afterwards. We may be able at this stage to initiate a process of conversation, self-analysis and self-awareness which will allow us to identify the richest treasures we have which we feel are worth passing on to future generations — ways of living the gospel and of being church, peculiar to ourselves. Not everything will survive, but that's ok. It has always been thus. The process of change has already started and our responsibility is to manage the institution the best we can for the future.

Gary Hastings

Church of Ireland Marriage Council – Report 2011

**CHURCH OF IRELAND MARRIAGE COUNCIL**

**REPORT 2011**

**MEMBERSHIP**

*Appointed by the House of Bishops*

The Rt Rev Richard Henderson, Bishop of Tuam (resigned January 2011)

*Elected by General Synod*

Rev Arthur Barrett	Mrs Leslie Sandes
Rev Brian Harper (Chairman)	Rev David Somerville
Rev Bruce Hayes (Honorary Secretary)	Mrs Deirdre Whitley
Rev Elizabeth McElhinney	Ms Rosalind Willoughby

*In attendance*

Mrs Sandra Massey

*Consultant*

Mrs Claire Missen

**Executive Summary**

The Marriage Council exists to provide a range of services in support of marriage throughout the Church of Ireland.

We are focussing on three areas:

- 1) the provision of counselling services;
- 2) the provision of resources for clergy involved in marriage preparation and counselling. This may include web-based resources and a library;
- 3) continuing to examine the needs of clergy marriages and to encourage programs of enrichment and support.

*Preparation, Counselling, Enrichment*

The Marriage Council continues to offer Marriage Preparation, Marriage Counselling and Marriage Enrichment advice and programmes, generously funded by the Family Support Agency (FSA) in the Republic of Ireland. Unfortunately, the budget contribution from the FSA may be heavily cut in the future and the provision of professional counselling services will be at risk. We intend to apply for further funding before our present allocation runs out.

At present, funding enables the provision of one counsellor to one couple marriage preparation at a cost of €110 and marriage counselling is available at €70 (or at the discretion of the Counsellor depending on circumstances) through the FSA.

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### ***Contemporary Couples***

The *Contemporary Couples* clergy training course was considered to be successful and the Council is now updating this resource in order to ensure that it lives up to its name. This course involves a series of seminars highlighting the sorts of issues that clergy may encounter in providing pastoral support to couples and families. We would encourage dioceses to make use of the course.

### **Clergy Support**

The clergy and spouses retreat was successfully piloted in Cork and is being made available to all dioceses. It is hoped to encourage dioceses to use the retreat as an opportunity to acknowledge the marriage partnerships involved in ministry and the particular issues, positive and negative, which arise. The retreat involves a Saturday and Sunday stay at an hotel/resort and the diocese would take responsibility for Sunday cover, which would not be considered as a ‘weekend off’. The cost of the retreat is carried by the diocese and the participants.

### **Provision of resources**

We are committed to providing good resources within a limited budget. We have updated our *Marriage Matters* material which is now available from Mrs Sandra Massey in Church of Ireland House, Dublin and also through our web-site [www.marriagematters.ireland.anglican.org](http://www.marriagematters.ireland.anglican.org)

### **The Year Ahead**

Along with the many other Church agencies and committees, the Marriage Council continues to work on a reduced budget. We are committed to doing so for the benefit of the whole church and are also committed to providing the best support possible to the Church in its ministry to those who are married or preparing for marriage. We continue to seek ways of encouraging and supporting couples, particularly in the present financial climate.

### ***Personalia***

The thanks of the Council are expressed to all those who have assisted with its work throughout the year, including our counsellors, consultants and secretarial support. We extend our thanks to those who have completed their term of office, the Rt Rev Richard Henderson, Mrs Desney Cromey, Mrs June Bunting, Mrs Hazel Caird, Mrs Glynis Good and Mrs Olive Thorpe.