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\* The reports of the Church of Ireland Clergy Pensions Trustee Limited (page 118) and the Church of Ireland Clergy Pensions Board (page 145) are incorporated into the Report of the Representative Church Body.

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



**CHURCH OF IRELAND**

**THE REPRESENTATIVE CHURCH BODY**

**REPORT 2012**

## The Representative Church Body – Report 2012

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## THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

### Chairman

The Most Rev Alan Harper, Archbishop of Armagh



The Most Rev  
Alan Harper

### Committee Chairpersons

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

### Chief Officer and Secretary

Mr 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  
Website www.rcb.ireland.anglican.org

### Library

Braemor Park  
Churchtown  
Dublin 14

Tel 01-4923979  
Fax 01-4924770  
Email library@ireland.anglican.org

\* appointed September 2011 in place of Mr Sydney Gamble

† appointed September 2011 in place of Mr Robert Neill

‡ appointed September 2011 in place of Mr Henry Saville

## 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 2011 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  
The See House, Cathedral Close, Armagh BT61 7EE
- 4 The Most Rev Michael Jackson, Archbishop of Dublin\*  
The See House, 17 Temple Road, Dublin 6
- 3 The Most Rev Richard Clarke, Bishop of Meath and Kildare  
Bishop's House, Moyglare, Maynooth, Co Kildare
- 1 The Rt Rev John McDowell, Bishop of Clogher†  
The See House, Fivemiletown, Co Tyrone BT75 0QP
- 4 The Rt Rev Kenneth Good, Bishop of Derry and Raphoe  
The See House, 112 Culmore Road, Londonderry BT48 8JF
- 2 The Rt Rev Harold Miller, Bishop of Down and Dromore  
The See House, 32 Knockdene Park South, Belfast BT5 7AB
- 1 The Rt Rev Alan Abernethy, Bishop of Connor  
3 Upper Malone Road, Belfast BT9 6TD
- 4 The Rt Rev Kenneth Clarke, Bishop of Kilmore  
48 Carrickfern, Cavan
- 1 The Rt Rev Patrick Rooke, Bishop of Tuam‡  
Bishop's House, 2 Summerfield, Cahergowan, Claregalway,  
Co Galway
- 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
- 4 The Rt Rev Trevor Williams, Bishop of Limerick and Killaloe  
Rien Roe, Adare, Co Limerick

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\* from April 2011 (formerly Bishop of Clogher), in place of Most Rev John Neill

† from September 2011, in place of Most Rev Michael Jackson

‡ from September 2011, in place of Rt Rev Richard Henderson

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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 2 Ven Raymond Hoey, The Rectory, 2 Maytown Road, Bessbrook, Co Down BT35 7LY (2012)  
4 Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone BT71 5LL (2013)  
2 Mrs Jane Leighton, 14 Drumbeemore Road, Armagh BT60 1HP (2014)
- Clogher 2 Ven Cecil Pringle, 31 Station Road, Letterbreen, Enniskillen, Co Fermanagh BT74 9FD (2012)  
3 Mr William Allen, Aughnahinch, Newtownbutler, Co Fermanagh (2013)  
3 Mr John Keating, Kilturk West, Newtownbutler BT92 2BS, Co Fermanagh (2014)
- Derry and Raphoe 3 Ven Donald McLean, 12 Station Road, Castledawson, Co Derry BT45 8AZ (2014)  
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 Dromore 4 Ven Philip Patterson, 69 Church Road, Newtownbreda, Belfast BT8 7AN (2012)  
4 Mr Albert Wilson, 11 Ballymoney Road, Banbridge, Co Down BT32 4DS (2013)  
1 Mr Trevor Douglas, 7 Rampark, Dromore Road, Lurgan, Co Armagh BT66 7JH (2014)\*
- Connor 1 Very Rev John Mann, The Deanery, 5 Deramore Drive, Belfast BT9 5JQ (2012)  
3 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 (2014)
- Kilmore, Elphin and Ardagh 1 Ven Craig McCauley, The Rectory, Virginia, Co Cavan (2014)†  
3 Miss Maud Cunningham, Clonatumpher, Florencecourt, Enniskillen, Co Fermanagh BT92 1BA (2012)  
4 Mr Kenneth Davis, Aughafad, Longford (2013)
- Tuam, Killala and Achonry 4 Very Rev Alistair Grimason, The Deanery, Deanery Place, Cong, Co Mayo (2014)  
4 Prof Paul Johnston, Luimnagh West, Corrandulla, Co Galway (2012)  
4 Mr Ben Bradish, Frenchfort, Oranmore, Co Galway (2013)

\* elected November 2011 in place of Mr Lance Dermott (retired June 2011)

† elected October 2011 in place of Rev George Davison (retired October 2011)

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Dublin and Glendalough	3 4 3	Ven David Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2012) Mr Robert Neill, Killegar Park, Enniskerry, Co Wicklow (2013) Mr Geoffrey Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2014)
Meath and Kildare	4 2 0	Ven Leslie Stevenson, The Rectory, Portarlinton, Co Laois (2012) Mr Ronald Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2013) Mr Gerald Potterton, Moyrath Castle, Kildalkey, Co Meath (2014)*
Cashel and Ossory	3 3 3	Ven Christopher Long, The Rectory, St John's, Enniscorthy, Co Wexford (2014)† Mr Peter Clifton-Brown, Ballinamona House, Cashel, Co Tipperary (2012) Mr Charles Galloway, Newtown, Waterford (2013)
Cork, Cloyne and Ross	4 4 3	Ven Robin Bantry White, Moviddy Rectory, Aherla, Co Cork (2014) Mr Keith Roberts, Corran, Ferney Road, Carrigaline, Co Cork (2012) Mr John Stanley, Scart House, Belgooly, Co Cork (2013)
Limerick and Killaloe	4 3 4	Ven Robert Warren, St John's Rectory, Ashe Street, Tralee, Co Kerry (2014) Mrs Lorna Gleasure, Phoenix Farm, Kilflynn, Tralee, Co Kerry (2012) Mr Roy Benson, Templehollow, Killaloe, Co Clare (2013)

### C Co-opted Members (12)

- 2 Rev Andrew Forster, The Rectory, 26 Circular Road, Dungannon BT71 6BE, Co Tyrone (2014)‡
- 2 Mr Terence Forsyth, 3 Hainault Lawn, Dublin 18 (2013)
- 3 Mr Samuel Harper, Cramer's Grove, Kilkenny, Co Kilkenny (2014)‡
- 1 Mr Lyndon MacCann SC, 2 Knapton Terrace, Dun Laoghaire, Co Dublin (2012)
- 1 Mr Tim McCormick, 13 Ontario Terrace, Dublin 6 (2014)‡
- 3 Mr William Oliver, Exorna House, Castlerock, Co Londonderry BT51 4UA (2014)‡
- 2 Mrs Judith Peters, The Deanery, Rosscarbery, Co Cork (2013)
- 3 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)
- 1 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 2012:

Mr Lyndon MacCann SC	Ms Hilary Prentice	Mr Graham Richards
Mr Henry Saville	Mr David Smith	

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

\* elected October 2011 in place of Mr Dermot Gillespie (retired October 2011)

† elected April 2011 in place of Very Rev Leslie Forrest (retired February 2011)

‡ eligible to attend three meetings maximum due to triennial retirement as co-opted member (re-elected May 2011)



## COMMITTEES OF THE REPRESENTATIVE BODY

The Executive, Allocations, Investment, Property, Stipends, Library and Archives, Legal Advisory and Audit Committees are elected triennially from the members of the Representative Body. The current triennium ends in September 2013. Membership details, together with numbers of meetings held and record of attendances for the year 2011 are shown below. The Chairpersons were appointed in September 2011 for a two year period.

### EXECUTIVE COMMITTEE

(7 meetings)

Mr Robert Neill\* (7)  
(Chair)



Mr Robert Neill

The Most Rev Alan Harper	(7)	Rev Andrew Forster	(6)
The Most Rev Michael Jackson†	(6)	Ven Cecil Pringle	(6)
The Most Rev Richard Clarke	(6)	Ven Robin Bantry White	(7)
Mr Graham Richards	(7)	Mr Terence Forsyth	(5)
Mr Henry Saville	(7)	Mr Lyndon MacCann SC	(1)
Mr Robert Kay	(6)	Mr Geoffrey Perrin	(7)
Mr William Oliver‡	(3)	Mr Michael Webb	(6)

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

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

#### **Prayer read at the commencement of all Executive Committee meetings**

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

\* appointed September 2011 in place of Mr Sydney Gamble (retired September 2011)

† from April 2011 *ex officio* (Archbishop of Dublin)

‡ from September 2011 *ex officio* (Chair of Stipends Committee)

## ALLOCATIONS COMMITTEE

(3 meetings)

Mr Graham Richards (3)

(Chair)



Mr Graham Richards

Rev Andrew Forster	(3)	Mr William Oliver*	(1)
The Most Rev Alan Harper	(2)	Mr John Stanley	(3)

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

## INVESTMENT COMMITTEE

(8 meetings)

Mr Henry Saville† (2)

(Chair)



Mr Henry Saville

Mr Terence Forsyth	(6)	Ms Hilary Prentice‡	(2)
Mr Dermot Gillespie§	(5)	Mr David Smith	(4)
Mr Tim McCormick	(6)	Mr John Wallace	(7)

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

\* resigned September 2011 (Mr Kenneth Davis elected December 2011)

† appointed September 2011 in place of Mr Robert Neill (retired September 2011)

‡ elected September 2011 in place of Mr Lance Dermott (retired June 2011)

§ retired October 2011 (Mr Roy Benson elected December 2011)

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### PROPERTY COMMITTEE

(5 meetings)

Mr Robert Kay (5)  
(Chair)



Mr Robert Kay

Mr William Allen	(3)	Mrs Jane Leighton	(4)
Mr Peter Clifton-Brown	(5)	Ven Donald McLean	(4)
Mr Ronald Colton	(5)	Mr Keith Roberts	(5)
Miss Maud Cunningham	(5)	Ven Robert Warren *	(3)

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

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

### STIPENDS COMMITTEE

(3 meetings)

Mr William Oliver<sup>†</sup> (2)  
(Chair)



Mr William Oliver

Mr Roy Benson <sup>‡</sup>	(3)	Mrs Jane Leighton	(2)
The Rt Rev Paul Colton	(3)	Ven Donald McLean	(3)
Mrs Lorna Gleasure	(3)	Mr Geoffrey Perrin	(3)
Prof Paul Johnston <sup>§</sup>	(0)	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.

\* elected March 2011 in place of Very Rev Leslie Forrest (retired February 2011)

† appointed September 2011 in place of Mr Henry Saville (retired September 2011)

§ elected December 2011 in place of Mr William Oliver (appointed to Chair September 2011)

‡ retired December 2011

**LIBRARY AND ARCHIVES COMMITTEE**

(3 meetings)

Mr Michael Webb (3)  
(Chair)



Mr Michael Webb

The Most Rev Richard Clarke	(1)	Ven Robin Bantry White	(3)
The Rt Rev Patrick Rooke*	(0)	Rev Canon John Mann	(0)
Advisory Members	–	Mrs Valerie Coghlan	(2)
		– 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 2011 in place of Most Rev Michael Jackson (resigned April 2011)

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**AUDIT COMMITTEE**

(3 meetings)

Mr Henry Saville\* (3)  
(Chair)



Mr Henry Saville

Mr Roy Benson	(3)	Mr Robert Pollock‡	(0)
Mr Ben Bradish†	(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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\* appointed September 2011 in place of Mr Robert Neill (retired September 2011)

† elected March 2011 in place of Mr William Oliver (resigned December 2010)

‡ elected December 2011 in place of Mr Henry Saville (appointed to Chair September 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**

### **Change in accounts format**

The format of the financial statements in use for many years has been changed this year to reflect the convergence of Accounting Standards and the emergence of reporting requirements for charities such as the Representative Body. This change is a culmination of a process which has been ongoing over a number of years.

This new approach may initially require significant explanation for readers of the financial statements, however, given time and understanding, the changes showing more clearly the finances relating to various activities should provide for a better understanding of the various financial affairs of the RCB.

The financial statements are now shown in separate columnar format representing the activities of various entities. The nature of the underlying activities is explained in the preparation statement shown in Note 1 to the financial statements. The change in the trusteeship of the Clergy Pensions Fund has also resulted in the transferring of these assets to the newly established Church of Ireland Clergy Pensions Trustee Limited. These fund assets are now accounted for in a separate set of financial statements which can be found in the annual report of the Trustee (Appendix F to this report, page 118).

### **Outturn for year ended 31 December 2011 and outlook**

In the Statement of Financial Activities for 2011 the outturn for the year for General Funds shows a reduction in funds in excess of €12m. This reflects net income of €4.6m, expenditure of €4.2m for allocations, a contribution of €5.3m to pension funds and realised and unrealised losses on investments of €7.1m. This loss of value diminishes the capability of General Funds in future to support the activities of the wider Church. For this reason focus in the short to medium term will have to be on rebuilding the resource represented by General Funds.

### **Clergy Pensions Fund**

During the year much further work has been undertaken in relation to the funding of the Clergy Pensions Fund. The General Synod was advised last year of the significant funding challenges then existing in relation to the Fund. Unfortunately over the past year the solvency position of the Fund has deteriorated further. In light of this, the ever-

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increasing financial risks to the activities of the wider Church have now become a matter of serious concern. As a consequence the Representative Body is considering bringing a package of proposals to the General Synod in 2013 including amongst others the closing of the Clergy Pensions Fund to new members and the provision of pensions for newly appointed clergy through a Defined Contribution Scheme. Further details on the solvency position of the Fund and the package of likely proposals currently in development can be found on page 35 of this report.

### **Thanks**

The activities reflected in this report could not have been undertaken without the support and commitment of the various hardworking RCB committees and their Chairpersons as well as the commitment of staff at Church House over the past year. For this the Representative Body is most appreciative. In particular recognition is given to Philip M Talbot, Head of Investments and Assistant Secretary to the Church of Ireland Pensions Board, who retired in September 2011 having been employed with the RCB for over 44 years.

### **ACCOUNTS PRESENTATION AND OUTCOME FOR THE YEAR**

As indicated in last year's report, the presentation format of the accounts of the Representative Body (RCB) has been changed to conform to generally accepted and recommended practice for the charitable and non profit sector. While this norm is not yet required practice in the Republic of Ireland, the RCB believes that it is an improved and more meaningful layout, showing more clearly the relationship between the various aspects of the responsibilities of the RCB.

Again as indicated last year, following the incorporation of the Church of Ireland Clergy Pensions Trustee Limited which now has responsibility for the assets of the Clergy Pensions Fund, the assets of the Clergy Pensions Fund are no longer included in the Balance Sheet of the RCB and are shown exclusively in the accounts of the Fund.

The most important page of the accounts is the Statement of Financial Activities (SoFA) (page 66), which traces the movements of income, expenditure and changes in fund value in summary on one account. Three columns are shown setting out RCB Activities, and the movements in General Funds and in funds held for Parishes, Dioceses and Other Church organisations and entities. The Balance Sheet (page 68) follows this three columnar format.

The format is explained in more detail in the commentary following, and in the basis of preparation note in the accounting policies (page 61) set out in the accounts.

The SoFA shows that the value of General Funds has fallen by more than €12m in the year. This is partly as an amount of €5m was transferred from General Funds to the Clergy Pensions Fund, following a similar transfer in 2010. Further, market performance measured in the year to 31 December was poor for European equities.

Maintaining the ongoing capability of General Funds to provide resource for Church use is a central objective of the RCB. Focusing only on increasing income does not necessarily provide this result, as it does not take into account the need to conserve capability for the

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future. In a year when investment income rose by 13.5% in euro terms, albeit assisted by a once off technical adjustment making up 6% of that rise, the value of General Funds capital employed carried into 2012, and the future capability implied by that, fell by 7.9%.

It is the intention of the RCB that, over the next four to five years, the resources expended should gradually be brought to a sustainable level, while allowing for an element of future capital and capability growth.

The Allocations Equalisation Reserve, valued at €4.231m at the end of 2011, will be applied over this period to smooth the period of transition.

### **OPERATING AND FINANCIAL REVIEW 2011**

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

#### **• Commentary**

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

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

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

The full value of funds and the movements in funds in the year are shown on the SoFA and reflected in the Balance Sheet. Certain amounts, including allocations and some RCB creditors, which by their nature are provisions without attributable liabilities at the year end, have been restated for 2010 and going forward as designated reserves.

The restatements of opening balances are shown in Notes 4 and 9 to the accounts (pages 73 and 77).

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



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

### **RCB activities**

#### **Resources expended**

The expenditures for the year, summarised by function on the SoFA, are summarised by type of expenditure on page 75 (Note 6).

The cost of generating funds comprises the payroll costs of investment management, legal and accounting services, including those made available to the wider Church, external fund management costs and associated allocated overheads. An increase in 2011 of €5,000 over 2010 relates entirely to external fund management costs arising.

Charitable activities costs comprise those payroll and associated allocated overheads ascribed to trust and property management, communications, education and the RCB Library.

Governance costs relate to the payroll and associated allocated overhead costs incurred in supporting General Synod, central committee expenses and episcopal electoral expenses. A small increase of €10,000 over 2010 arises due to Episcopal electors expenses in the year, and to increased central committee costs.

Included in other resources expended is an amount of €179,000 (2010 - €190,000) of legal and actuarial costs relating to the General Synod disciplinary process and to professional advice in regard to the Clergy Pensions Fund.

Overall the amount chargeable against General Funds has fallen in the year by €39,000.

### **General Funds**

#### (i) Outturn for the year

The total value of General Funds fell by an amount in excess of €12m, from a restated 2010 value of €152.515m to €140.505m, influenced mainly by a fall of approximately 5.7% in the year of the values of invested assets, and by withdrawals of €5.521m which were utilised to support the solvency of the Clergy Pensions Fund (€5.000m) and the Staff Pension Fund (€0.521m), the latter including an increase of €0.171m in the actuarially calculated deficit in the Staff Pension Scheme.

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- (ii) Net incoming resources, at €4.792m showed an increase of €0.138m, 3.0%, over 2010, a significant increase, particularly as the 2010 statement included a €0.799m one off profit on the sale of an asset.

Investment income of €6.692m (2010 - €5.896m) benefitted from a tactical positioning towards fixed interest stocks in the year. In addition, an exceptional amount of €0.35m was recognised in the 2011 statements, arising on a once off basis as a result of realising a significant position in a fixed interest unit trust, in which income was recognised on receipt, and reinvesting in direct holdings in which interest accrues in the period in which it arises.

Total incoming resources increased by €0.99m.

In 2012 the RCB will commence a move towards managing the disbursement of resources on a longer term horizon, rather than on an annual comparison of income against costs arising, with the intention that a sustainable level of resource utilisation will be achieved, giving clarity and stability to the applicants for central Church financing.

- (iii) Allocations and distributions

Allocations expended in the year show the cash values of the funds reserved for 2011 allocations, less amounts not expended.

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

- (i) Net incoming resources

Investment income arises in the Representative Body Unit Trusts, for which abridged versions of the full year accounts are shown in Appendix D commencing on page 93 of the Book of Reports.

All incoming resources are disbursed according to the terms of trusts held, or to parishes.

Income of €59,500 accruing to the Stipends Fund, and €37,500 accruing to the Royalties Fund, totalling €97,000, has been transferred to General Funds to support the cost of Allocations charged in the year.

### **B) Balance Sheets**

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

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- RCB activities include those assets and liabilities specifically utilised in and attributable to the performance of the services and duties carried out by central Church staff. The net current balance on these is offset against General Funds.
- The General Funds are those available to be utilised for the purposes of meeting the operating expenditure of the Representative Body and funding for Allocations. Total fund values fell by €12m (7.9%), despite gains of €1.9m due to stronger sterling values at the year end, and consequently the resource increasing capacity of the funds is reduced. €5.35m (3.5%) of this loss of resource capacity related to transfers of capital to support the Clergy and Staff Pension Funds.
- Parish, Diocesan and Other Trust funds generate the investments and deposit income shown in the SoFA and belong to parishes, dioceses and sundry Church of Ireland trusts. Before capital and cash withdrawals the net loss for the year was €5.286m (2.4%) in the year.

- **Allocations** (page 66)

Allocations for 2012 are provided in 2011 as a reserve to be drawn down in the following year. The amount recognised in the SoFA in 2011, €4.198m, is the value spent, offset by that part of the provision made for the year unspent and being written back. The comparative figure for 2010 was €4.528m.

The amount provided as a reserve for 2012 is €4.595m. This expenditure will be available to support the episcopacy and clergy pensions, and finances ministerial training as well as the functions of the General Synod and the Standing Committee.

The net cost of allocations has been relieved by subventions from the Stipends Fund of €159,000 (2011 €125,000) and from the General Synod Royalties Fund of €37,500 (2011 €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.

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

- **Reserves** (page 73)

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

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

This reserve grew in value in the year by €430,000 to €4.231m from €3.801m. This is net revenue for the year, after providing for an increase in the reserve held specifically for the following year allocations cost, net of some small adjustments.

At the year end the actuaries to the staff pension scheme assess the comparative solvency of the scheme on a discontinuance basis and the results are set out in detail in Note 14 This shows that, at 31 December 2011 the scheme remained in deficit, the amount of the deficit increasing by €171,000 to €3.366m. This deficit is shown as a long-term liability in the Balance Sheet.

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

- **Currency translation rates**

Year end sterling balances have been translated into euro a rate of €1 = £0.8353 or £1 = €1.1972 (2010: €1 = £0.8607 or £1 = €1.1618).

## **ALLOCATIONS PROVIDED FOR 2012**

- Allocations provided amount to €4.398m. In addition to this, subventions from the Stipends Fund and from the General Synod Royalties Fund totalling €197,000 allow for a total allocation provision for spend in 2012 of €4.595m and this is shown in reserves.
- The allocations listed below represent net amounts to be allocated after taking into account, where appropriate, income from endowment funds, the episcopal levy and the child protection levy paid by all parishes/dioceses and any other sources of funding which offset the costs of financing ministry and other central commitments.

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**2012 ALLOCATIONS**

	<b>2012</b>	<b>2011</b>	<b>2012</b>	<b>2011</b>
	€	€	£	£
<b>GROUP A</b>				
Episcopal Stipends and Expenses	1,150,531	1,058,898	617,810	554,625
<i>less</i> Episcopal Levy	(381,386)	(381,386)	(358,130)	(351,107)
	<u>769,145</u>	<u>677,512</u>	<u>259,680</u>	<u>203,518</u>
Deans of Residences/University Chaplains	89,436	89,273	121,862	120,333
Queen's University, Belfast, Bursar	-	-	14,250	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	42,000	37,000	36,500	41,500
- Discretionary Grants	4,000	4,000	3,000	3,000
Stipends Related Costs	16,576	16,465	-	-
St Patrick's Cathedral, Dublin	1,000	1,000	-	-
	<u>925,157</u>	<u>828,250</u>	<u>437,292</u>	<u>384,436</u>
<b>GROUP B</b>				
Clergy Pensions Fund	319,018	285,706	289,697	504,363
Supplemental Fund Benefits				
- Retired Clergy, Surviving Spouses	38,313	43,846	1,440	3,064
Discretionary Grants				
- Retired Clergy	-	-	13,000	13,000
- Surviving Spouses	-	-	8,500	8,500
	<u>357,331</u>	<u>329,552</u>	<u>312,637</u>	<u>528,427</u>
<b>GROUP C</b>				
Training of Ordinands	682,831	480,248	-	-
Theological Institute	734,500	707,000	-	-
Ministry formation project	-	-	4,000	4,000
Stipends Fund	(100,000)	(125,000)	(50,000)	-
Bishops' Selection Conference	25,000	20,000	-	-
	<u>1342,331</u>	<u>1,082,248</u>	<u>(46,000)</u>	<u>4,000</u>
<b>GROUP D</b>				
General Synod/Standing Committee	351,994	352,502	206,849	205,651
Royalties Fund	(37,500)	(75,000)	-	-
Board of Education	34,832	55,974	89,465	66,479
Church of Ireland Youth Department	-	-	160,000	160,000
Child Protection Officers	15,000	26,500	12,000	20,000
	<u>364,326</u>	<u>359,976</u>	<u>468,314</u>	<u>452,130</u>
<b>GROUP E</b>				
RCB Library	5,000	-	-	-
Regular Sunday Services in Irish	500	500	-	-
	<u>5,500</u>	<u>500</u>	<u>-</u>	<u>-</u>
	<u>2,994,645</u>	<u>2,600,526</u>	<u>1,172,243</u>	<u>1,368,993</u>

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Summary of allocations expenditure provided for 2012, net of subventions from the Stipends and Royalties Funds:

	2012		2011	
	€	%	€	%
A - Maintenance of the Stipendiary Ministry	1,448,672	33.0	1,274,904	30.4
B - Pension related costs	731,612	16.6	943,502	22.5
C - Training of Ordinands	1,287,261	29.3	1,086,895	26.0
D - General Synod Activities	924,980	21.0	885,281	21.1
E - Miscellaneous	5,500	0.1	500	-
	<u>4,398,025</u>		<u>4,191,082</u>	

• **Commentary**

**Group A - Maintenance of the Stipendiary Ministry - €1,448,672**

The funding of episcopal stipends and expenses is the major part of this allocations cost, at €1,080,027 (2011 €13,968) and 75% of the total (2011: 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 €10,130, which is 43% of the total cost of funding the episcopacy (2011 46%). For 2012 the diocesan levy is €1,404 and €1,956 per cure (2011 €1,377 and €1,956).

The total cost of the episcopacy is budgeted at €1.890m (2011 €1.703m).

In 2011 the actual cost of the episcopacy was reduced from the budgeted level by an underspend and amounts returned by bishops amounting to €60,000, which is included in the figure for unexpended allocations on the Revenue Account.

A more detailed breakdown of Episcopal costs is shown on page 31.

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 - €731,612**

Total support from RCB funds for the Clergy Pensions Fund for 2012 amounts to €5,665,836, of which €5,000,000 is a transfer of capital direct from General Funds, and the balance is provided through Allocations. The annual contribution from Allocations is reduced by an amount to reflect the increase in earning power transferred to the Clergy Pensions Fund accruing from two capital transfers in 2010 and 2011, totalling €10,000,000, and which, net of other changes, amounts to €451,000 at the year end rate of exchange. Also included under this heading are amounts to support discretionary grants to retired clergy and spouses, and to enable the maintenance of a minimum level of income for them.

**Group C - Training of Ordinands - €1,287,261**

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

The cost in 2012 shows a substantial increase over 2011 and is reflective of the increased costs associated with the new, parish based final year of training and the numbers currently at that stage in the three year course. Increased costs also arise in terms of higher tuition fees payable to Trinity College, Dublin, as the qualification has been upgraded to a Masters in Theology.

In total the net provision is €1.287m (2010 €1.087m). The net provision is after including assistance again from a subvention from the Stipends Fund of €100,000 and £50,000 (2011 €200,000). This level of support from the Stipends Fund is most welcome.

The cost of the upkeep of the Institute is that expected for the academic year 2012/2013 and shows anticipated costs of €734,500 (2011 €707,000).

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 2011/12 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. Accommodation grants and travel allowances are made available for students in their final, intern year. All three years of the new course now are populated, and the third year comprises a normal intake for two years, as there was no intake in 2008. The cost for the year of €682,831 is expected to represent a temporary peak, and is an increase of over €202,000 over the figure provided in 2011 Allocations.

In 2011/12 there are 34 ordinands undergoing full-time training and 13 undertaking the part-time course.

Extracts from the accounts of the Church of Ireland Theological Institute are included as Appendix A (page 88).

**Group D - General Synod Activities - €924,980**

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

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

The spending budgeted for these areas, before adjusting for changes in the sterling to euro exchange rate, and the subvention from the Royalties Fund, shows a small decrease of €14,000 from the figure for Allocations in 2011. The Allocations Committee is most grateful to the Standing Committee, the Youth Department, the Education Department and applicant committees for their continuing efforts to contain expenditure.

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

**Group E - Miscellaneous - €5,500**

A small allocation to allow for a continuation of conservation work has been reinstated with respect to the RCB Library. From a level of €25,000 in allocations year 2010, no allocation was required for 2011, and the provision for 2012 is €5,000. An amount of €500 has been provided annually for some years in support of the maintenance of the Irish as part of regular Church of Ireland worship.

**INVESTMENTS AND MARKETS**

- Valuations of the various portfolios and comparative figures at 31 December 2011 were as follows:

Portfolio	Valuations (millions)	
	<u>2011</u>	<u>2010</u>
<i>General Funds/Reserves</i>		
General Funds (Lazard) <sup>1</sup>	€11.07	€123.41
General Funds (In-House)	€7.52	€18.60
Allocations Reserve	€2.23	€2.30
	<u>€30.92</u>	<u>€144.31</u>

*Specific Trusts*

RB General Unit Trust (RI)	<del>€31.92</del>	<del>€138.77</del>
RB General Unit Trust (NI)	<del>€34.39</del>	<del>€31.91</del>

Portfolio	Total returns (weighted <sup>2</sup> )			
	<u>2011</u>	<u>Benchmark</u>	<u>2010</u>	<u>Benchmark</u>
<i>General Funds/Reserves</i>				
General Funds (Lazard)	-0.7%	-1.4% <sup>3</sup>	12.2%	11.0% <sup>3</sup>
General Funds (In-House)	-1.2%	1.8%	-4.7%	-1.4%
Allocations Reserve	5.2%	10.0%	-2.5%	-13.8%
<i>Specific Trusts</i>				
RB General Unit Trust (RI)	<del>0.1%</del>	-1.3%	2.4%	1.4%
RB General Unit Trust (NI)	<del>2.3%</del>	3.3%	11.6%	11.0%

<sup>1</sup> €5m was transferred from General Funds to the Clergy Pensions Fund during 2011.

<sup>2</sup> Adjusted for the effect of cash inflows and outflows in the year.

<sup>3</sup> In-house estimate.



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Total return performances of relevant equity and bond market indices in 2011 were:

Ireland (ISEQ)	2.6%	FTSE Eurofirst 300	-7.4% <sup>1</sup>
US (S&P Composite)	2.1%	UK (FTSE 100)	-1.9%
ISEQ Bond Index	10.0%	FTSE All UK Gilts	15.6%

Three- and five-year fund performance figures are included as Appendix B (page 90).

### • Ireland

The ISEQ index finished 2011 strongly, ending the year with a total return of 2.6%. However, 2011 earnings per share for the ISEQ index declined by 78% while dividends per share dropped by 36.7%. It outperformed the FTSEurofirst 300 by 12.7% in 2011 but underperformed the major US indices in 2011. The annual performance follows a loss of 3.0% in 2010 and a gain of 27.0% in 2009. The index was boosted by improved sentiment globally with corporate earnings and cautious optimism on the US economy outweighing ongoing concerns regarding the European sovereign debt issue.

Irish industrials gained 5.2% in 2011 but financials continued to suffer, falling 70.9% for the year, which follows a decline of 60.9% in 2010. Bank of Ireland, the only Irish bank to remain outside majority state control, achieved cumulative deleveraging of €8.6bn (€10bn target) but still ended 2011 down 77.0% and underperformed the E300 banks index by 67.8%. Irish Life & Permanent declined by 97.8% during 2011 and underperformed the E300 banks index by 97.4%. The top performing stock for 2011 was Elan, which rose 158.3%, while the poorest was Irish Life & Permanent with its loss of 97.8%.

The Irish ten-year bond yield fell by 8.7% to finish at 8.4% by the end of 2011 after a number of favourable reviews by the EU/IMF/ECB troika on Ireland's bailout progress. The spread between the Irish and German ten-year government bond yield narrowed to 6.6% after being higher than 11% during the summer.

### • United Kingdom

The FTSE 100 fell by 3.1% (in Euro terms) during 2011 outperforming the FTSE Eurofirst 300 by 7.6%. The best performing stock in 2011 was Shire PLC which rose by 49.5% while the poorest performing stock was Essar Energy which returned -69.6%. Banks and miners were the worst performers in 2011 while defensives were the best performers.

The Bank of England maintained interest rates at 0.5% throughout 2011 and expanded its asset-purchase programme in October from £200bn to £275bn in an effort to further stimulate economic growth. Like their U.S. and German equivalents, U.K. gilts had a very strong 2011 with the FTSE All UK Gilts index rising by 11%.

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<sup>1</sup> Net of Dividend Withholding Tax.

- **Europe**

European benchmarks ended the year in negative territory with the ISEQ index (+0.6%) the only national benchmark to record a gain and Greece was again the poorest performer, recording a 51.9% loss. The German DAX declined by 14.7% and the French CAC 40 fell by 17%. The average return of the European national benchmarks in 2011 was a decline of 19.2%.

For the FTSEurofirst 300 (E300), the annual total return of -7.4% followed gains of 7.3% in 2010 and 25.7% in 2009 making it the index's poorest yearly performance since 2008 when it fell 44.8%. 2011 earnings per share increased, however, by 2.6% while dividends per share rose by 11.1%. Its best performing constituent in 2011 was Elan with a 158.3% return, while the largest decliner was Commerzbank with a 70.7% drop.

Sector breadth was negative for the E300 during 2011 with eight of the ten industry groups declining. Healthcare (+12.7%) and oil and gas (+4.1%) were the only gainers for the year. Financials was the poorest performer, yielding a 26.3% decline and underperforming the benchmark by 17.5%. Five of the ten groups outperformed and five underperformed the broad index in 2011.

European policymakers agreed on measures to increase its rescue fund and implement tighter fiscal controls but investor sentiment remained weak as ratings agencies reviewed the credit ratings of all EU countries and expected a larger contraction of the region's economies in 2012. On December 8th, the ECB cut its main refinancing rate for a second consecutive month from 1.25% to 1.0%. The ECB also announced a new three-year long term repo operation (LTRO) which saw a record allocation of €489bn.

Yields in peripheral bond markets like Greece and Portugal continued to widen throughout 2011 but they also increased to worrying levels in Spain and Italy. However, a combination of measures such as internal economic reform efforts and the ECB's LTRO facility resulted in more successful debt auctions towards the end of the year and a corresponding reduction in yields and spreads.

- **Global**

Global markets finished a turbulent year in the red with the FTSE All World, Developed, Emerging and BRIC indices all declining by 8.8%, 7.9%, 14.7% and 19.0% respectively. The declines for the FTSE All World and Developed indices were their largest yearly falls since 2008 when they retreated by 40.7% and 40% respectively.

It was a mixed year for the primary US indices with the S&P 500 virtually unchanged for the year. There was a marked contrast in the performances of US indices during the first and second halves of 2011. All the benchmarks enjoyed decent gains up till late spring with investors focused on strong corporate earnings and a belief that both the domestic and global economies would recover. However, this view altered over the summer with the focus changing to increasing concerns regarding the European

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debt crisis, the continued existence of the single currency and a slowing global economy as austerity measures began to hurt.

The S&P 500 ended the year 7.8% from the 2011 high and 14.4% above the low. Less than half (236) of the S&P 500 constituents ended the year higher in value than they started. Earnings per share, however, increased by 12.2% during 2011 while dividends per share were higher by 13.5%.

The best-performing sector in 2011 was utilities with a gain of 14.8%. Financials fell 18.4% in 2011, rendering it the poorest-performing sector for the year. The fallout from a weakening economy and possible contagion from the European debt crisis saw the sector lose 15.3% in the second half of the year and Bank of America had the distinction of providing the poorest return in 2011 out of the Dow constituents of -58.3%.

- **Currencies and Commodities**

The euro weakened by 3.0% against the US dollar and by 2.5% against sterling during 2011 to close at 1.30 and 0.84 respectively. Commodity prices fell on economic uncertainty with the DJ-UBS spot commodity index losing 8.1% during the year. Brent oil rose 14.1% during 2011 while gold prices gained 11.1% finishing the year at \$1,576 per ounce.

- **Outlook for 2012**

Corporate and economic data are still indicating that we are presently at the mid point of the current cyclical bull market. However, given the run up in equity markets (particularly in the U.S.) since the lows of 2009 and more recently on the back of quantitative easing measures, and ongoing concerns in Europe and potentially in China, caution is warranted. As a result, if markets continue to rally in 2012, it will be prudent to reduce risk further by decreasing equity allocations in portfolios. Interest rates, however, are likely to remain at current levels in the U.S. and the U.K. but may be lowered further in Europe, and this will help support growth in the face of austerity and deficit reduction measures in developed economies.

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

In 2011, 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 2011, the Investment Committee reported to the Representative Body that it was satisfied that the investment managers are sensitive to the Church's concerns and expectations with regard to ethical and socially responsible investment. The report is included as Appendix C and is unchanged from the previous year (page 91).

- **Income**

General Funds and General Reserves investment income for 2011 was up 13.5% on 2010 (although this was positively impacted by some higher than expected one-time

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outcomes). In future, withdrawals from General Funds for operational funding requirements and allocations will be determined by a total return process that will seek to ensure that such withdrawals are sustainable over the long-term and will not erode the capital base of the Funds. As noted above, the main equity indices delivered positive earnings and dividend growth during 2011 and this is expected to continue for 2012; however, continuing uncertainty surrounding issues like sovereign debt, fiscal austerity measures and deficit reduction measures in developed economies have the potential to deliver surprises to the downside.

### • **Unit Trusts**

Extracts from the financial statements of the two RB General Unit Trusts for the year ended 30 June 2011 are included as Appendix D (page 93).

Distribution rates for the RB General Unit Trust (RI) and the RB General Unit Trust (NI) were unchanged on the previous year, and were facilitated by drawing further on the dividend equalisation reserves.

### • **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. To this end, 2012 will mark the first year for the implementation of the total return concept in the management of General Funds and the initial restructuring of in-house portfolios which began in 2011 will continue throughout 2012 with an emphasis on enhanced risk management. A copy of the Statement of Investment Policy Principles (SIPP) for in-house managed funds is included as Appendix E (page 112).

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

The investment of the Clergy Pensions Fund is delegated by the Trustee to the RCB Investment Committee, in accordance with the Trustee's Statement of Investment Policy Principles. At present, the Fund is invested passively with Irish Life Investment Managers. 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 Clergy Pensions Trustee Limited (Appendix F to this report, page 118) and a copy of the Statement of Investment Policy Principles (SIPP) for the Clergy Pensions Fund is included as Annex 5 to that report (page 157).

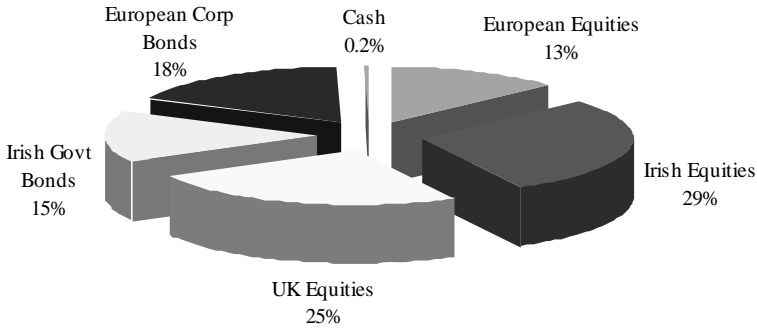
The RB General Unit Trusts (and a portion of the General Funds) portfolios are managed by the staff of the Representative Body's investment department reporting to the Investment Committee.

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

**GENERAL FUNDS PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2011**

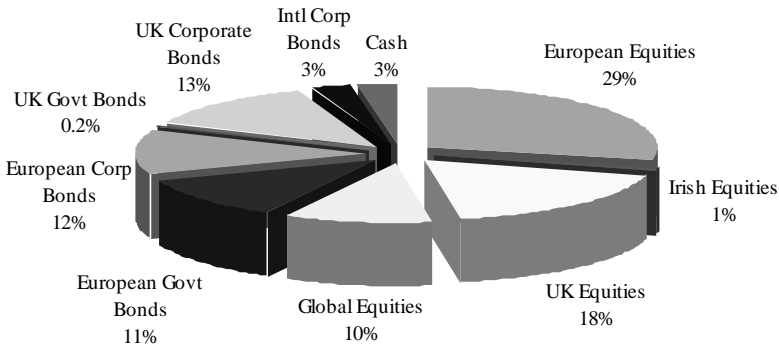
**Under in-house management**

**€17.5m**



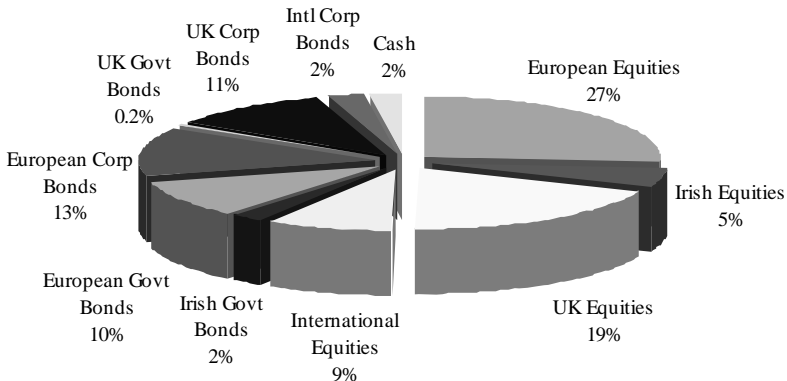
**Under Lazard management**

**€11.1m (£92.8m)**



**Combined portfolio**

**€128.6m**



## CLERGY REMUNERATION AND BENEFITS

### • Minimum Approved Stipends (MAS) 2012

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

The following factors were taken into account in September 2011 in determining levels of MAS to take effect from 1 January 2012:

*Republic of Ireland* – Since the determination of MAS levels for 2011, average inflation had been at 0.2% whilst earnings comparators indicated reductions in levels of earnings.

*Northern Ireland* – Since the determination of MAS levels for 2011, average inflation had been at 4.8% whilst earnings comparators showed increases in the region of 2.5%.

In light of these indications it was agreed by Standing Committee, on the recommendation of the Representative Body, that there be no change in the Republic of Ireland MAS and a 2% increase in the case of Northern Ireland MAS. Consequently, levels of Minimum Approved Stipend for 2012 are:

	2012	2011
Northern Ireland	£26,008	£25,498
Republic of Ireland	€6,219	€6,219

These levels are the same as the provisional recommendations brought to the General Synod in May 2011, for consideration in the event of the failure of the legislation to amend the MAS approval process.

### • Minimum Approved Stipends – Quinquennial Report

The *Constitution of the Church of Ireland* requires that the Representative Body report every fifth year on the implementation of section 51 of Chapter IV and whether any amendment is expedient or necessary.

Since the last quinquennial report in 2007 statutory minimum stipends have increased from £23,350 to £26,008 (+11.38%) and from €32,851 to €36,219 (+10.25%). Over the same period inflation increased by 18.0% in the UK and by 7.0% in the Republic of Ireland.

While inflation remains an important element in determining annual stipend increases, the Stipends Committee also takes account of average earnings growth in comparison with other sectors and national wage agreements where applicable.

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In the case of Northern Ireland since the last report these comparators show increases ranging from 10% to 14%. For the Republic of Ireland they range from 1.5% to 8%.

The Representative Body is satisfied that no amendment to the Constitution is expedient or necessary at this time.

### • Episcopal costs

The breakdown of total Episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€ 2012	€ 2011	£ 2012	£ 2011
(1) Stipends together with state insurance costs	492,090	491,532	274,707	268,141
(2) Pension costs	244,261	175,800	70,404	62,622
(3) Offices of the Sees expenses	326,784	328,197	174,216	174,406
(4) See Houses and other costs	329,756	243,874	160,594	133,428
<b>Totals (gross)</b>	<b>1,392,892</b>	<b>1,239,403</b>	<b>680,921</b>	<b>638,597</b>
(5) Less endowment income	(269,449)	(207,594)	(39,120)	(61,627)
<b>Totals (net of income)</b>	<b>1,123,441</b>	<b>1,031,809</b>	<b>641,801</b>	<b>576,970</b>

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

Notes relating to the figures above:

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

Stipends are multiples of minimum approved stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

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

• **Locomotory Allowances 2012**

The approved locomotory allowances for 2012 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 and again in 2011 it was agreed to maintain this same locomotory allowance rate for the following year despite civil service rates remaining at their reduced level.

The Northern Ireland public service rates applicable from 1 April 2010 were not revised in 2011 as negotiations were taking place between the National Employers for Local Government and the National Joint Council (NJC) on the revision of the formula used for devising the rates. In view of the ongoing it was agreed by the Representative Body that the rates applicable from 1 January 2012 should remain the same as those adopted for 2011.

• **Children’s Allowances 2011/2012**

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 2011	
	Republic of Ireland	Northern Ireland
Over 11 attending secondary school	€600	£100
Third level students (up to age 23)	€300	£400
Eligible orphans	€600	£400

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

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



- **Clergy Car Loans**

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

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

This ratio of maximum loan to minimum stipend is designed to maintain a reasonable relationship between borrowing capacity and ability to pay. At 31 December 2011 there were 73 loans outstanding with a total value of €474,644.

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

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

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

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

## **CLERGY PENSIONS**

- **Trusteeship of the Clergy Pensions Fund**

The revised Chapter XIV of the *Constitution of the Church of Ireland* approved by General Synod in 2010 came into force on 1 January 2011.

In accordance with the provisions of the revised Chapter XIV, which constitutes the Trust Deed and Rules of the Clergy Pensions Fund (“the Fund”), the Church of Ireland Clergy Pensions Trustee Limited (“the Trustee”) began discharging its responsibilities as corporate Trustee of the Fund as from 1 January 2011.

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

The first annual report of the Church of Ireland Clergy Pensions Trustee Limited is included in Appendix F to this report (page 118).

- **Pensionable Stipend**

Following the passing of legislation at the General Synod in 2011 the annual approval process for Pensionable Stipend was changed in line with changes to the approval process for Minimum Approved Stipend (see Clergy Remuneration and Benefits, page 30). In accordance with the revised process the Representative Body and the Trustee in September 2011 brought a recommendation on Pensionable Stipend levels for 2012 to the Standing Committee. The recommended levels for 2012 were £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland, remaining unchanged from 2011 levels.

The provisional recommendations brought to the General Synod in May 2011, for consideration in the event of the failure of the legislation to amend the approval process, had included an increase of 1.75% in Pensionable Stipend for Northern Ireland. However, in light of the changed financial circumstances of the Fund since the last valuation date, when undertaking the review in September it was agreed to recommend that 2012 levels remain unchanged from 2011.

- **Discretionary increases to pensions in payment**

The Representative Body during 2011 approved a recommendation from the Church of Ireland Clergy Pensions Trustee Limited, made on the advice of the Actuary, that due to the financial position of the Clergy Pensions Fund, no discretionary increases be applied to pensions in payment for the year 2012. Further details may be found in the Report of the Trustee (page 124).

- **Supplemental Fund and other funds**

The Church of Ireland Pensions Board administers the Supplemental Fund and certain other funds on behalf of the Representative Body. A report on the administration of these funds during the year ended 31 December 2011 is attached as Appendix G to this report (page 169).

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

The Representative Body in 2011 agreed to bring proposals to the General Synod in 2012 to transfer the trusteeship of the Church of Ireland Voluntary Contributions (AVC) Scheme from the Representative Body to the Church of Ireland Clergy Pensions Trustee Limited (“the Trustee”). It is also proposed that responsibility for the administration of the Scheme be transferred to the Trustee.

A resolution seeking to transfer the trusteeship and administration of the Scheme to the Trustee is set out on page 54 of this report and is submitted to the General Synod for consideration.

A Bill to amend Chapter XIV Section 50 of the *Constitution of the Church of Ireland* reflecting the change in the administration of the Scheme will also be submitted to General Synod and will be found in the Bill Pamphlet circulated to Synod members.

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An amendment to the Rules of the AVC Scheme will also be required. The resolution submitted to General Synod, if passed, will authorise the Trustee to enact rules in relation to the Scheme.

### • Contributions from central funds to the Clergy Pensions Fund

Regular contributions from central funds to the Clergy Pensions Fund are currently made at a percentage rate of Pensionable Stipend in accordance with Section 38 of Chapter XIV of the *Constitution of the Church of Ireland*. A contribution of €90,000 was made during 2011 and a contribution of €65,837 (€19,018 plus £289,697) for 2012 is included in the recommendations to the General Synod for allocation (see page 21).

The amount of these regular contributions is currently decreasing (except in the case of contributions payable under Section 39 of Chapter XIV), as a series of capital sums of €m from central funds is paid into the Fund in accordance with the draft Funding Proposal reported to General Synod in 2010. Capital contributions of €m from central funds were made in 2010 and 2011 and it is proposed that a further €15m of capital from central funds be paid into the Fund over the years 2012-2014.

### • Clergy Pensions Fund solvency

As can be seen from the Actuary's Certificate, issued to the Trustee of the Clergy Pensions Fund ("the Fund") (page 156), the most recent actuarial valuation of the Fund (as at end September 2009) indicated that at that time the assets of the Fund were sufficient to cover only 67% of the liabilities under the Minimum Funding Standard (MFS) measure. In his Certificate the Actuary goes on to state that he is "not satisfied that as at 31 December 2011 the Church of Ireland Clergy Pensions Fund would have met the Minimum Funding Standard".

Last year, Synod was advised that the working group established by the Executive Committee to seek to ensure the survival of the Fund and to identify ways in which to restore its solvency had reported to the Representative Body in December 2010. The RCB was advised that the working group believed that it would be premature to propose further changes to the Fund pending sight of the new legislation promised by *An Bord Pinsean* in relation to its rules governing the measurement of the solvency of defined benefit pension plans, ie the minimum funding standard (MFS). At that time it was expected that this new legislation would be published by mid 2011, at which stage the working group would be able to identify how best the solvency of the Fund, both in the short term and longer term, might be restored and be in a position to bring definitive proposals to the 2012 Synod.

At the time of writing this report no new legislation has been published. However there have been strong rumours that, while *An Bord Pinsean* may make some changes in the overall regulations relating to defined benefit plans, it is likely to re-introduce the previous method of measuring a scheme's MFS. In anticipation of such an outcome, the working group has been developing proposals designed to restore both the long term solvency of the Fund and to seek to make good the anticipated MFS

deficit which would likely arise when the method of measuring MFS is finally published.

**The long term solvency of the Fund** – In December 2011 the working group made a detailed presentation to the RCB in which it identified that, as a result of the continuing turmoil on financial markets, the very low yields on quality (eg German) bonds and the general increase in longevity of scheme members, the valuation of the liabilities of the Fund had again increased. Against this background, despite the range of measures agreed at the 2010 Synod, the Actuary advised the working group that the Fund's long term deficit had increased to some €14.5m. He further advised that in order to restore its long term solvency, the overall funding rate would have to increase from the existing 30% to some 40%. (It is perhaps interesting to note that virtually all defined benefit pension plans both in the Republic and in the UK and Northern Ireland have had a similar experience in 2011).

Having regard to the existing financial pressure on parishes, dioceses and on members, the working group then undertook to develop proposals in relation to changes to the Normal Retirement Age (NRA) for current members and the introduction of a further period of freeze to both future pension increases and future increases to Pensionable Stipend which would result in the funding rate remaining at circa 30%. (See Appendix H on page 178 for a more detailed description of the key changes which have been identified.)

**The short term solvency of the Fund – the Minimum Funding Standard (MFS)** – while the changes referred to above will, hopefully, restore the solvency of the Fund in the longer term (say in 20 to 30 years), the Fund is also required to pass *An Bord Pinsean's* short-term solvency test, the MFS. The MFS is a snap-shot of the Fund were it to be wound up at that point in time. The changes, referred to above, developed to restore the long-term position have little impact on the short-term solvency position. The Actuary has computed that as at January 2012 the MFS deficit of the Fund (calculated on the current basis) was €61m. If one were to assume that the changes in NRA and the freezes referred to above were implemented, then the MFS deficit is reduced to €5m. This means that were the RCB required to file a Funding Proposal with *An Bord Pinsean* at this time, then it would have to show how this €5m deficit is to be made good over, at most, the next 10 years.

As noted above, future changes in Fund benefits have little impact on the “snap-shot” MFS deficit. Accordingly this deficit can only be made good through the injection of further funds into the Fund, *or the promise of same*. What might be the source of these additional funds? It is unlikely that additional finance could come from the RCB's General Funds. These General Funds have declined from €238m in 2007 to a current level of €131m. This has resulted in severe constraints being imposed on the activities of the wider Church. Having regard to the current financial strains on both parishes and members, it is unlikely that any sizeable financial contributions could be secured from this quarter. Accordingly the working group has identified that the best approach is to put in place *a promise* that the RCB would arrange for a payment of this sum to the Fund, *were it to be required*. This would constitute the RCB granting

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to the Fund *a lien* over a (significant) part of the Church's assets. It would do this in the hope/expectation that such funds would not have to be paid over into the Fund and that the long term solvency of the Fund is restored as set out previously.

This is a high risk strategy. It is always possible that in the medium or long term, investment returns and/or markets do not perform as we hope/expect and that at a some later date, the €5m "promise" is translated into an actual transfer of €5m from the Church's assets to the Clergy Pensions Fund. Were this to happen a serious further curtailment of many of the activities of the wider Church would ensue. More worryingly, at some later date, as a result of new clergy being appointed and admitted to the Fund, the liabilities of the Fund will increase and the MFS deficit might, at that point, be even greater than the current €5m. This is a real and significant risk for the Church of Ireland and one which the RCB has considered in detail with the Executive and the working group, seeking a solution which would, under the current prevailing circumstances, be in the best interests of both the wider Church and of the current members of the Fund.

A means of reducing or at least containing this risk has been identified. It involves *closing the Clergy Pensions Fund to new members*, and providing pensions for subsequently appointed clergy through a Defined Contribution scheme.

Formulating such a proposal has not been achieved without considerable care and thought. It is not what the RCB would like to do. However, in the circumstances in which it finds itself, it believes that it is both a prudent and responsible move which needs to be made in order to seek to preserve the Clergy Pensions Fund Defined Benefit scheme for its current members and to seek to preserve as much as possible the activities of the wider church.

**What exactly is being proposed and when will it happen ?** - the schedule set out in Appendix H on page 178 provides some greater detail of the package of changes which is currently being developed.

These proposals may well have to be refined further when *An Bord Pinsean* finally publishes its new funding standards. Accordingly, due to the significant and radical nature of these planned changes and the current absence of a definitive MFS measure, it is intended that legislation to seek to give effect to these changes will not be brought to Synod until 2013. This will give the working group, the Executive and the RCB additional time further to develop the proposals, to consult with the Trustee and to consider the detail of how they might best be introduced. It will also provide appropriate time to prepare the necessary legislation for the 2013 Synod in the context of the new MFS standard when it is published.

## PROPERTY AND TRUSTS

- **General**

The funding for the conservation of historic buildings and other heritage projects from government departments remains very limited due to the cutbacks in Government spending and as a result, priority is being given to projects that support capital works to heritage buildings at risk and creation of employment through the Heritage Management Grant Scheme. There may be limited funding available for significant places of public worship, large-scale projects and conservation plan led projects but generally, reduced funding will undoubtedly impact on parishes where church conservation projects are being planned.

The property market in the Republic of Ireland and Northern Ireland continued to have difficulties during 2011 with both jurisdictions experiencing somewhat similar percentage drops in prices, when adjusted for inflation, since the peak prices of September/October 2007. The current lack of confidence in the market due to public spending cuts, high unemployment, reduced take-home incomes and the continuing scarcity of finance, gives little optimism for anything other than a sluggish and uncertain property market for 2012.

The income from rented property remained reasonably stable during 2011 but there appears to be a rural/urban split within the market, where rural rents have fallen somewhat but with these falls being offset by increasing rents in urban areas. When house prices get out of line with underlying rents, a correction that inevitably takes place is that rents stabilise or increase, while house prices fall and this is the situation which is currently being experienced in most areas of the country.

- **Roles and Responsibilities**

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

- **Title and Contract Issues**

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

- **Church Fabric Fund**

The Church Fabric Fund (Constitution of the Church of Ireland, Chapter X Part IV) is held by the Representative Body to make grants to defray ‘the costs, in whole or in part, of restoration or repair of the fabric of any Church or Chapel, if same is vested in it, and it is satisfied that it is in use and certified by the Diocesan Council to be essential for worship by the Church of Ireland’. The Fund was established in 1930 and has grown from the allocation of a minimum of 20% of the net proceeds arising from the majority of churches sold to a capital fund of €4,854,828 and £514,741. Grants of €53,175 and £149,300 were allocated by the RCB from the income of the Fund on the recommendation of the Primate in 2011. Applications for grants, subject to criteria, are considered in March and October (details from Church of Ireland House, Dublin). A list of grants allocated during 2011 is included as Appendix I (page 179).

- **Marshal Beresford Fund**

Grants of €48,475 and £41,650 for repairs to Churches were made from the Beresford Fund in 2011. The allocation of the income, in accordance with the trusts, is made by the Archbishop of Armagh who does so in conjunction with his recommendations for grant assistance from the Church Fabric Fund.

- **The See House, Armagh**

The official opening of the new See House at Cathedral Close, Armagh took place on 2 February 2012. The project was completed within fifteen months.

- **The See House, Connor**

A new See House at Upper Malone Road, Belfast, was purchased during the year to replace the previous property at Greenisland, which was sold in 2009.

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

Planning Permission for the proposed new See House at Kilmore, Cavan, was granted by Cavan County Council in August 2011. Tenders for the project will be issued in January 2012 with a view to the new See House being completed by Spring 2013.

- **The See House, Tuam**

The sale of the Bishop’s House, Knockglass, Crossmolina, Co Mayo, was approved in 2008 and the consent of the Diocesan Council pursuant to Section 12 of Chapter 10 of the Constitution was subsequently given in 2009. Following the resignation of Bishop Henderson, it was decided to proceed with the sale of the Bishop’s House and to market it both nationally and internationally during 2011. The property remains unsold at this time.

A replacement See House at Summerfield, Claregalway was acquired during the year.

- **The See House, Limerick**

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

It has proven difficult to obtain a suitable permanent residence for the Bishop in an appropriate location, despite a number of options being explored. A further proposal in relation to the provision of a new See House is being considered.

- **Stained Glass Windows (surveys)**

The professional survey of stained glass windows in the Church of Ireland by Dr David Lawrence, an expert in stained glass, has resulted in surveys in St Patrick's Cathedral Dublin, Christ Church Cathedral Dublin, the Dioceses of Cork, Cloyne and Ross (including St Fin Barre's Cathedral), Armagh, Clogher, Derry and Raphoe, Meath and Kildare, Cashel and Ossory, Ferns, Tuam, Killala and Achonry, Dublin and Glendalough, Kilmore, Elphin and Ardagh, Limerick, Ardfert, Aghadoe, Killaloe, Clonfert, Kilmacduagh and Emly. It is planned to complete the fieldwork and photography in the Diocese of Armagh during 2012 and also to commence the survey in the Diocese of Connor.

To date funding of €236,342 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 €278,944 towards the project over the past eleven years.

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

- **Churchyard and Graveyard Walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2011. 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.



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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.

- **Household Charge (Republic of Ireland)**

### **Local Government (Household Charge) Act, 2011**

The Household Charge is an annual charge (set at €100 for 2012), which is payable by owners of residential property. It was introduced in the Republic of Ireland on **1st January 2012** by the Local Government (Household Charge) Act, 2011.

There are, however, a number of exemptions from the Household Charge, including buildings which are in the ownership of an approved charity.

The Department of the Environment, Community and Local Government has confirmed that as the Representative Church Body is an approved charity, any residential building in its ownership is therefore **exempt from the charge**. This will apply to any glebe (rectory), curatage, sexton's house or other residential building within a parish which is vested in the Representative Church Body. There is no need to apply for an exemption as this will be automatic.

Parishes should make their own enquiries with the Department of the Environment, Community and Local Government regarding the status of any parish residential properties which are not in the ownership of the Representative Church Body.

Further details in respect of the Household Charge can be found at [www.householdcharge.ie](http://www.householdcharge.ie)

- **Septic Tank Charge (Republic of Ireland)**

### **Water Services (Amendment) Bill 2011**

The proposed legislation for the introduction of charges on septic tanks, including a registration and inspection system has yet to be finalised but this is expected in 2012.

- **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

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

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

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

- Places of Worship;
- Protected Structures/National Monuments;
- Buildings used for the purpose of carrying out religious activities;
- Temporary buildings and certain non-habitable agricultural and industrial buildings with low energy demand;
- Stand alone buildings with a useful floor area of less than 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.

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### The Scheme:

- applies only to repairs and maintenance to listed buildings that are used principally as places of worship;
- applies to listed places of worship throughout the UK which are included on the public registers of listed buildings;
- applies to listed places of worship owned by or vested in specified organisations which look after redundant churches;
- is non-discretionary;
- covers work carried out on and after 1 April 2001;
- only accepts applications made in arrears.

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

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

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.

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- 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

- **All Churches Trust Limited**

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

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

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

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

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

- **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**

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

The Committee’s principal function is to report to the Property Committee on applications received in respect of Forms of Certificates of Consent to Alterations, also known as the ‘Blue Form’. Following a recommendation made by the Historic Churches Advisory Committee at its final meeting on 16 September 2008, the wording of the Blue Form was altered from “...it will not be necessary to apply to The Representative Church Body for their express consent....” to read “...**prior to signature by the Bishop or Ordinary and before Planning Permission is sought, it will be necessary to apply to The Representative Church Body for their express consent to the proposed improvements...**”. The alteration in procedure is to ensure that appropriate approval is obtained before parishes enter into the planning process.

When submitting a Form of Certificates of Consent to Alterations, to enable the Church Buildings Sub-Committee to consider the matter fully, it is essential that it is accompanied by supporting documentation, for example, illustrations of proposed

## The Representative Church Body – Report 2012

stained glass windows, the proposed wording for a memorial plaque, or plans for the re-ordering of a church.

During the year, the Church Buildings Sub-Committee reviewed and approved 32 applications. These included items such as the erection of memorial plaques, and stained glass windows, the installation of public address and loop systems, general restoration works and the re-ordering of interiors of churches to provided space for meetings.

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

### *Northern Ireland*

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

### *Republic of Ireland*

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the Church is listed as a Protected Structure under the Planning and Development Acts.

## The Representative Church Body – Report 2012

- ❖ 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 (Email: [property@rcbdub.org](mailto:property@rcbdub.org))

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

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

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

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

### **Website**

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

## **LIBRARY AND ARCHIVES COMMITTEE**

### **• Summary**

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

During 2011 further 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 2011, 29,594 books were available on the online catalogue.

Further progress was also made, with the assistance of the Church House IT Department, in populating the Library's website with introductory information and in making lists and indexes of archives and manuscripts available online.

Additional tranches of parish, diocesan and cathedral records were transferred to the Library from local custody. The Library manages, and makes available to an increasing number of researchers, records from 1032 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 919 collections of ecclesiastical manuscripts.

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

### **• Allocations**

No funds were allocated by the General Synod for the purchase of books and conservation, and expenditure on these items was largely met from accumulated resources. Welcome donations were received from Cashel and Ossory dioceses (€400); Clogher diocese (€150); Ferns diocese (€400); Mr Henry Alexander (€500); Irish Section of the Huguenot Society of Great Britain & Ireland (€350).

### **• Staffing**

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

### **• Accessions**

Books and periodicals were purchased to meet the requirements of those in training for ministry and the needs of the wider church. In particular continued purchasing was required to meet the needs of the new courses in the Church of Ireland Theological Institute. These purchases were augmented by donations from publishers, authors and from a number of individuals, notably the Rt Rev DAR Caird, Very Rev LDA Forrest, Canon GPSStJ Hilliard, the Very Rev RSJH McKelvey, Canon WD Sinnamon, the Rev GDB Smith.



## The Representative Church Body – Report 2012

The principal archival accessions were records from 77 parishes, bringing to 1032 the number of parish collections which the Library manages. In addition there was a sizable deposit of Ossory, Ferns & Leighlin diocesan registry papers and there were 32 accessions of miscellaneous manuscript material among which were a collection of letters to Archbishop Lord John George Beresford in 1839 relating to a proposal to establish a new Divinity Hall in TCD; correspondence of Archbishop Beresford relating to the diocese of Ossory, Ferns & Leighlin, 1825-42; and sermons of Bishop Godfrey Day and Dean Hamilton Leckey.

A list of accessions of archives and manuscripts to the Library during 2011 is included as Appendix J (page 180).

- **Storage**

A small amount of additional shelving was installed in the reading room and in one of the strong rooms. However, the shortage of storage space in the Library, for both books and archives, remains a problem and one which will continue to increase. A further consignment of semi-current material was transferred to storage in the basement in Church of Ireland House.

- **Ministerial Training**

In support of ministerial training, one of the core functions of the Library, induction sessions were provided for ordinands in the Theological Institute, for those in part-time training, and for students on the Foundation Year programme.

On the weekends on which there was NSM training in the Theological Institute the Library remained open until 7.30 pm.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer. Almost 30,000 books have been processed and these are available online through the Library website.

Work is continuing on converting the older theological and historical book stock, but in the absence of staff who can be dedicated to this task, this project will take many years.

Records from 76 parishes were listed.

The records of the General Convention of 1870 were catalogued as were several smaller collections relating to the Cambridge British & Foreign Bible Society, the TCD Divinity Hall proposal, and collections relating to Archbishop John George Beresford, the Rev JA Nicholson, the Rev Alexander Alcock and Professor Edmund Curtis.

- **Conservation**

Thirteen volumes of parish records were repaired and rebound and sixteen volumes of reference works were bound.

The 16<sup>th</sup> cent. Liber Albus of Christ Church Cathedral, Dublin, was digitized.

- **Church Plate**

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

- **Episcopal Portraits**

Two portraits from the Down & Dromore collection, which had been on exhibition in Lisburn Museum, were conserved and re-hung in the See House.

An unidentified portrait from the Cashel & Ossory collection, subsequently identified as Robert Daly, bishop of Cashel, 1843-72, was conserved and hung in the Deanery.

Temporary storage was provided for the Tuam collection which had been hung in the old See House in Crossmolina.

- **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 published.

Grants were obtained from the Esme Mitchell Trust and from the Environmental Fund to begin the work of cataloguing and digitizing the Library's collection of architectural drawings of churches.

Library staff gave presentations on aspects of the Library's holdings during Heritage Week in Dublin and contributed to the Library Association of Ireland's seminar on the provision of genealogical services; facilitated the BBC with filming for two television programmes; contributed to the 'Mount Merrion 300' exhibition and to the King James Bible anniversary exhibition in Christ Church Cathedral, Dublin; and facilitated students from the MA in history course in NUI Maynooth.

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

The Representative Body in May 2011 amended its By-Laws to change the prescribed start time of its September meeting from 2.00pm to 10.30am. This change was made to facilitate the revised process for the annual approval of Minimum Approved Stipend and Pensionable Stipend by enabling the necessary recommendations to be considered by the Representative Body in the morning and submitted onward to the Standing Committee in the afternoon.

## **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 Representative Church Body – Report 2012

The total value of the subscriptions collected under Gift Aid on behalf of parishes in 2011 was £5,131,648 to which the income tax recovered by the Representative Body added £1,439,730 to give a total of £6,571,378 as compared with £6,345,503 in the previous year. This figure includes an element of transitional relief which was provided by the Government to allow charities to adjust to the fall in basic rate tax from 22 per cent to 20 per cent and is paid in respect of all qualifying Gift Aid donations made to charities between 6 April 2008 and 5 April 2011. For that period, for claims submitted within two years of the end of the relevant accounting period, the charity/parish will continue to receive 28p for every pound donated under Gift Aid.

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

It was announced in the 2011 Budget that, from April 2013, charities that receive small donations of £10 or less will be able to apply for a Gift Aid style repayment without the need to obtain Gift Aid declarations for those donations. The amount of small donations on which the new repayment can be claimed will be capped at £5,000 per year, per charity. The Representative Body will be contacting parishes during 2012 to advise how this should be administered.

### ***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 Representative Church Body – Report 2012

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 2010 on behalf of parishes, dioceses and special trusts is included as Appendix K (page 186).

### • **Trusts for Graves**

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

## MISCELLANEOUS AND GENERAL

### • **Deposit Interest (Rates)**

The rates of interest allowed or charged by the Representative Body are linked to the rates ruling from time to time in the money market. The following rates of interest were applied by the Representative Body in 2010:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50	2.30	2.50	1.65
30 June	3.50	2.30	2.50	1.75
30 September	3.60	2.20	2.75	2.00
31 December	3.70	2.70	3.00	2.25

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)
2007	4.0%	4.7%
2008	0.9%	1.1%
2009	2.4%	-5.0%
2010	4.8%	1.3%
2011	4.8%	2.5%

## 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 provisions for allocations for 2012:

	€
Group A – Maintenance of the Stipendiary Ministry	1,448,672
Group B – Pension related costs	731,612
Group C – Training of Ordinands	1,287,261
Group D – General Synod Activities	924,980
Group E – Miscellaneous	5,500
	<hr/>
	4,398,025
	<hr/> <hr/>

### II. The Church of Ireland Voluntary Contributions Scheme

By resolution adopted on 21<sup>st</sup> May 1985, the General Synod approved the establishment of the Church of Ireland Voluntary Contributions Scheme (“the Scheme”) as a scheme of retirement benefits supplementary to the system provided by Chapter XIV of the Constitution of the Church of Ireland. By the same resolution, the General Synod appointed the Representative Body to act as trustee of the Scheme and authorised the Church of Ireland Pensions Board to arrange and administer the Scheme. The General Synod also directed that a report on the operation of the Scheme be included annually in the Report of the Church of Ireland Pensions Board.

The Representative Body is desirous of appointing The Church of Ireland Clergy Pensions Trustee Limited (“the Trustee Company”) to act as trustee of the Scheme and to administer the Scheme and proposes the following motion:

That the General Synod

- (a) appoints the Trustee Company to act as trustee of the Scheme and to administer the Scheme in place of the Representative Body and the Church of Ireland Clergy Pensions Board respectively;
- (b) authorises the Trustee Company to enact such rules as it considers appropriate to carry this resolution into effect;
- (c) directs that a report on the operation of the Scheme be included annually in the Report of the Trustee Company.

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

**FINANCIAL STATEMENTS – PAGE 1**

**YEAR ENDED 31 DECEMBER 2011**

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

**EXECUTIVE COMMITTEE AND OTHER INFORMATION**

**PAGE 3**

**CHAIRMAN**

- Mr RS Neill

**MEMBERS (*ex officio*)**

- The Archbishop of Armagh
- The Archbishop of Dublin
- Mr GC Richards (Allocations Committee)
- Mr HJ Saville (Investment Committee) (Deputy Chairman)
- Mr RH Kay (Property Committee)
- Mr W Oliver (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 Finance
- Head of Property and Trusts
- Head of Synod Services and Communications
- Head of Investments
- Senior Solicitor
- Mr DC Reardon
- Mr TA Clements
- Mr TJ Stacey
- Mrs JM Maxwell
- Mr R Asher
- Mr M McWha

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

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

**EXECUTIVE COMMITTEE REPORT**

**PAGE 4**

The financial statements of the Representative Body include outcomes and performance for which the RCB is responsible relating primarily to “General Funds” and “Parish, Diocesan and Other Trust Funds”. The costs and net current balance accruing specifically to RCB activities are absorbed by the other funds as appropriate.

The General Funds of the Church of Ireland are vested in the RCB and many of the central activities of the Church depend on General Funds for support. In the year, as set out in the Statement of Financial Activities on page 11 of the financial statements, the value of General Funds fell by more than €12m, this loss being due in the main to a transfer of €5m to the Clergy Pensions Fund (following a similar transfer in 2010) and poor performance of European equities.

The preservation for future generations of the resource represented by General Funds is regarded by the RCB as being of prime importance. This year and in future years the focus in reporting is and will be on the overall impact of activities on the value of General Funds and the strategy in particular for these will be to rebuild capability for the longer term.

***Statement of Trustee’s Responsibilities***

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

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

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

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

*RS Neill*

Chairman, Executive Committee

13 March 2012



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

We have audited the financial statements of the Representative Body of the Church of Ireland for the year ended 31 December 2011, which comprise the Statement of Financial Activities, the Balance Sheet, and the Cash Flow Statement and the related notes. These financial statements have been prepared in accordance with the Basis of Preparation note on pages 7 and 8, and the accounting policies set out in the statement of accounting policies on pages 8 to 10.

**Respective responsibilities of trustees and auditors**

The responsibilities of the Representative Body, as Trustee, for preparing the Annual Report and the financial statements in accordance with applicable accounting standards issued by the Accounting Standards Board and published by The Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland) are set out in the Statement of Trustee's Responsibilities 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 Basis of Preparation note on pages 7 and 8 and the accounting policies on pages 8 to 10. 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 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 judgements made by the Trustee in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Representative Body's circumstances, consistently applied and adequately disclosed.

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



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

**PAGE 6**

**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 basis of preparation note and accounting policies on pages 7 to 10 and present the state of the Representative Body's affairs as at 31 December 2011 and of its incoming resources and application of resources and cash flows for the year then ended in accordance therewith.

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

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

**PricewaterhouseCoopers  
Chartered Accountants and Statutory Audit Firm  
Dublin**

**13 March 2012**

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

**ACCOUNTING POLICIES**

**PAGE 7**

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

(i) **Basis of preparation**

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

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

The financial information in relation to the activities of the RCB and the assets under its management is presented in columnar format in the Statement of Financial Activities (SoFA) on page 66 and the Balance Sheet on page 68.

• **RCB activities**

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

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

• **General Funds**

The column headed 'General Funds' in the SoFA represents the investment income earned from investments which are under the management of the RCB but are held for the benefit of the wider Church of Ireland. The costs incurred by the RCB in the provision of investment and other services are recovered from the General Funds investment income earned. Allocations represent amounts expended on wider church activities as detailed in Note 8.

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

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

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

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

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

**Initial measurement**

Purchases and sales of financial instruments 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 Financial Activities on page 66.

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

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

**ACCOUNTING POLICIES**

**PAGE 9**

- (iii) **Income recognition** – Income includes interest and dividends receivable during the financial year and, in the case of General Fund assets, reflects bought and sold interest on bond transactions in the accounting period.
- (iv) **Foreign exchange translation** – The Functional and Presentation currency of the Representative Body is Euro. This is considered to be the currency of the primary economic environment.

Assets and liabilities in currencies other than the functional currency of the Representative Body are translated into euro at the exchange rates ruling at the balance sheet date. Transactions in currencies other than the functional currency of the Representative Body are translated into euro at the rates ruling at the transaction date. Gains and losses on foreign exchange transactions are recognised in the Statement of Financial Activities on page 66. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.8353 (2010 €1 = £0.8607).

- (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.

Neither the Representative Body nor any other entity for which results are shown is generally chargeable to Irish and UK taxation on its income or capital gains. Withholding tax refunds received are recognised at the point when they are recovered.

- (vi) **Loans** – Loans in the General Funds Balance Sheet are stated at book cost at the balance sheet date.
- (vii) **Financial Risk** – The Representative Body manages a variety of risks, including market price, interest rate, foreign currency and liquidity, through the maintenance of a widely diversified portfolio of actively traded financial instruments. Note 16 to the financial statements sets out the exposure and the detail of treatment adopted.
- (viii) **Tangible fixed assets and depreciation** – Land is stated at cost. Other fixed assets are stated at cost less accumulated depreciation and are depreciated over the period of their expected useful economic lives. Depreciation is calculated using the following annual rates: Premises: 2% to 10%; Furniture and fittings: 8% to 10%; Office equipment: General 20%, System software 10%, Other software 20%.

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

**ACCOUNTING POLICIES**

**PAGE 10**

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

Included in Reserves is an amount provided for the expected value of Allocations to be expended in 2012, and also an Allocations Equalisation Reserve which is utilised to smooth the impact of expected Allocations expenditure on income arising in the year.

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

- (xi) **Cost of operations**

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

Charitable activities costs comprise those payroll and associated allocated overheads ascribed to trust and property management, communications, education and the RCB Library.

Governance costs relate to the payroll and associated allocated overhead costs incurred in supporting General Synod, central committee expenses and episcopal electoral expenses.



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**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND  
STATEMENT OF FINANCIAL ACTIVITIES  
YEAR ENDED 31 DECEMBER 2011**

**PAGE 11**

	2011		2010	
	RCB activities €'000	Parish, Diocesan and Other Trust Funds €'000	RCB activities €'000	Parish, Diocesan and Other Trust Funds €'000
<b>Incoming resources</b>				
Income from investments	-	7,760	-	7,456
Income from property and loans	-	168	-	139
Deposit Interest	-	244	-	192
Tax refund Gift Aid	-	1,724	-	1,622
Sale of assets	-	-	-	799
Sundries	-	170	-	146
Subvention from Stipends and Royalties Funds	-	197	-	200
	-	7,471	-	7,372
		10,497		10,079
<b>Resources expended</b>				
<b>Costs of operations</b>				
Cost of generating funds	6	1,621	1,526	-
Charitable activities	6	840	836	-
Governance costs	6	397	386	-
Other resources expended	7	356	470	-
RCB costs recovered	6	(3,214)	(3,218)	500
	-	2,679	-	2,718
		535		500

<b>Net incoming resources before allocations and distributions</b>	-	4,792	9,962	-	4,654	9,579
<b>Allocations and distributions</b>						
- Allocation to Church activities expended in year	8	4,198	-	-	4,528	-
- Special pension contributions and charges	15	5,000	-	-	5,000	-
- Distributions		-	9,962	-	-	9,579
		9,198	9,962	-	9,528	9,579
		(4,406)	-	-	(4,874)	-
<b>(Decrease) in resources before gains and losses</b>						
<b>Recognised gains and (losses)</b>						
(Losses)/gains on investment assets	5,10	(11,612)	(6,905)	-	(555)	16
Gains/(losses) on revaluation	5,10	2,595	(68)	-	4,809	284
Currency movements	5,10	1,906	1,541	-	2,299	1,546
Other recognised (losses)/gains	5	(521)	-	(943)	(254)	-
Transfers between funds	15	521	-	943	(943)	-
<b>Net (loss)/gain in funds</b>		(12,010)	(5,432)	-	482	1,846
Total restated funds brought forward	4,9	152,515	215,785	-	152,033	215,750
Capital withdrawals	10c	-	(1,999)	-	-	(1,811)
<b>Total funds carried forward</b>		140,505	208,354	-	152,515	215,785

Signed: RS Neill

HJ Saville

Date: 13 March 2012

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

**BALANCE SHEET**

**31 DECEMBER 2011**

**PAGE 12**

	Notes	2011			2010		
		RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
TANGIBLE FIXED ASSETS	1	4,667	-	-	4,852	-	-
INVESTMENTS							
Loans		-	1,466	-	-	1,456	-
Invested fund assets	2,3	-	130,925	173,279	-	144,311	178,005
		4,667	132,391	173,279	4,852	145,767	178,005
CURRENT ASSETS							
Debtors		328	1,502	-	401	796	-
Cash on short term deposit	13	-	5,247	35,062	-	4,863	37,769
Bank balances	13	532	-	13	-	-	11
		860	6,749	35,075	401	5,659	37,780
CURRENT LIABILITIES							
Creditors		789	7	-	612	227	-
Bank balances		-	-	-	130	-	-
		789	7	-	742	227	-

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NET CURRENT ASSETS	71	6,742	35,075	-	341	5,432	37,780
LONG TERM (LIABILITY)							
Staff pension scheme (deficit)	14	-	-	(3,195)	-	-	-
BALANCE WITH GENERAL FUNDS		1,372	-	(1,316)	1,316	-	-
TOTAL NET ASSETS		140,505	208,354	-	152,515	215,785	215,785
FUNDS EMPLOYED	5, 10c	140,505	208,354	-	152,515	215,785	215,785

Signed: RS Neill  
HJ Saville

Date: 13 March 2012

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

**CASH FLOW STATEMENT**

**YEAR ENDED 31 DECEMBER 2011**

**PAGE 13**

		2011		2010	
	Notes	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000	Total as restated €000
<b>NET INCOMING RESOURCES BEFORE ALLOCATIONS AND DISTRIBUTIONS</b>	11	721	3,639	9,962	3,563
<b>ALLOCATIONS AND DISTRIBUTIONS</b>					
Allocations expended and distributions			(4,198)	(9,962)	(4,327)
Special pension contributions and other charges		-	(5,350)	59	(4,933)
		<u>721</u>	<u>(5,909)</u>	<u>59</u>	<u>(5,697)</u>
<b>CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS</b>					
Purchase of investments		-	(95,380)	(2,059)	(46,408)
Sale of investments including currency movements		-	100,994	1,167	49,911
Gains and losses including currency movements		-	2,366	1,071	(549)
Advances of glebe, miscellaneous and car loans		-	(259)	-	(587)
Repayment of glebe, miscellaneous and car loans		-	249	-	685
Purchase of fixed assets		(59)	-	-	(217)
Sale of fixed assets		-	-	-	832
		<u>(59)</u>	<u>7,970</u>	<u>179</u>	<u>3,667</u>
<b>NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS</b>					
		<u>(59)</u>	<u>7,970</u>	<u>179</u>	<u>3,667</u>
<b>FINANCING</b>					
Net cash inflow - RCB funds		-	-	-	208
Net cash (outflow) for specific trusts		-	-	(2,884)	(3,347)
		<u>-</u>	<u>-</u>	<u>(2,884)</u>	<u>(3,139)</u>
<b>NET CASH FLOW FROM FINANCING</b>					
		<u>-</u>	<u>-</u>	<u>(2,884)</u>	<u>(3,139)</u>
<b>INCREASE/(DECREASE) IN CASH</b>	12	<u>662</u>	<u>2,061</u>	<u>(2,646)</u>	<u>(5,169)</u>

Signed: *RS Neill*

*HJ Saville*

Date: *13 March 2012*

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

## 1 TANGIBLE FIXED ASSETS

	Premises €000	Furniture and fittings €000	Office equipment €000	Total €000
<u>Cost</u>				
At beginning of year	5,087	478	1,382	6,947
Additions	-	9	40	49
Disposals	-	-	-	-
Currency adjustment	7	-	3	10
At end of year	<u>5,094</u>	<u>487</u>	<u>1,425</u>	<u>7,006</u>
<u>Depreciation</u>				
At beginning of year	709	344	1,042	2,095
Charge for year	113	29	99	241
Disposals	-	-	-	-
Currency adjustment	1	-	2	3
At end of year	<u>823</u>	<u>373</u>	<u>1,143</u>	<u>2,339</u>
<u>Net book value</u>				
At beginning of year	<u>4,378</u>	<u>134</u>	<u>340</u>	<u>4,852</u>
At end of year	<u>4,271</u>	<u>114</u>	<u>282</u>	<u>4,667</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 15**

2 GENERAL FUNDS – ANALYSIS OF FUND ASSETS	2011 €000	2010 €000
<u>Investments at valuation</u>		
Ireland		
Government bonds	4,426	5,165
Corporate bonds	1,676	363
Equities - financial	47	340
Equities - commercial	6,058	9,331
Unit trusts	688	729
United Kingdom		
Bonds	14,478	-
Equities	24,789	35,768
Unit trusts	-	36,133
Europe		
Bonds	27,829	24,574
Equities	33,592	30,554
Rest of the world		
Bonds	3,173	-
Equities	11,151	13
	<u>127,907</u>	<u>142,970</u>
<u>Other assets</u>		
Cash	3,018	1,341
	<u>130,925</u>	<u>144,311</u>
3 PARISH, DIOCESAN AND OTHER TRUST FUNDS		
	2011 €000	2010 €000
RB General Unit Trusts	172,559	177,344
Cash	720	661
	<u>173,279</u>	<u>178,005</u>



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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 16**

4 RESTATEMENT OF CAPITAL EMPLOYED AND RESERVES

(a) INVESTED FUNDS EMPLOYED

	Balance at 1.1.11 €000	Adjusted €000	Restated opening balances €000
Capital invested	133,721	12,713	146,434
Unrealised surplus/(deficit) on revaluation of investments	11,612	(11,612)	-
Unrealised surplus on revaluation of property	367	-	367
	<u>145,700</u>	<u>1,101</u>	<u>146,801</u>

(b) DESIGNATED RESERVES

	Balance at 1.1.11 €000	Adjusted €000	Restated opening balances €000
Allocations equalisation reserve	3,801	-	3,801
Staff pension - FRS 17 deficit	(3,195)	-	(3,195)
Building development reserve	801	(801)	-
Computer development reserve	300	(300)	-
Staff pensions reserve	91	-	91
	<u>1,798</u>	<u>(1,101)</u>	<u>697</u>
Allocations provision for following year - from creditors	-	4,391	4,391
Sundry designated reserves - from creditors	-	626	626
	<u>-</u>	<u>5,017</u>	<u>5,017</u>
Restated designated reserves	<u>1,798</u>	<u>3,916</u>	<u>5,714</u>
(c) TOTAL FUNDS EMPLOYED	<u>147,498</u>	<u>5,017</u>	<u>152,515</u>

Capital employed and reserves at 1 January 2011 are restated to facilitate the presentation of outcomes for the year in Statement of Financial Activities format.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 17**

5 FUNDS EMPLOYED

	Restated balances at 1.1.11 (Note 4) €000	Net before gains and losses €000	Currency translation movements €000	Recognised losses/ transfers €000	Profit on investment sales €000	Revaluation movements €000	Balance at 31.12.11 €000
Capital invested	146,434	-	1,894	(5,350)	2,595	(11,642)	133,931
Unrealised surplus on revaluation of property	367	-	-	-	-	-	367
Invested assets	146,801	-	1,894	(5,350)	2,595	(11,642)	134,298
Less - Staff pension deficit	(3,195)	-	-	(171)	-	-	(3,366)
Net capital invested	143,606	-	1,894	(5,521)	2,595	(11,642)	130,932
<b>Designated reserves</b>							
Allocations provision for following year (Note 8)	4,391	-	-	204	-	-	4,595
Allocations equalisation reserve	3,801	(4,406)	12	4,794	-	30	4,231
Staff pensions reserve	91	-	-	2	-	-	93
Sundry designated reserves	626	-	-	28	-	-	654
	<u>152,515</u>	<u>(4,406)</u>	<u>1,906</u>	<u>(493)</u>	<u>2,595</u>	<u>(11,612)</u>	<u>140,505</u>

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

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 18**

6 COSTS OF OPERATIONS	2011 €000	2010 €000
Cost of generating funds		
Payroll and related costs	1,354	1,372
Less - payroll costs recharged	(246)	(266)
	<u>1,108</u>	<u>1,106</u>
External managers	222	125
Office supplies, repairs and taxes	165	157
Depreciation	126	138
	<u>1,621</u>	<u>1,526</u>
Costs of undertaking charity and trust obligations		
Payroll and related costs	668	678
Less - payroll costs recharged	(228)	(249)
	<u>440</u>	<u>429</u>
Office supplies, repairs and taxes	104	99
Depreciation	79	86
RCB Library	217	222
	<u>840</u>	<u>836</u>
Governance costs		
Payroll and related costs	316	328
Less - payroll costs recharged	(190)	(194)
	<u>126</u>	<u>134</u>
Office supplies, repairs and taxes	47	45
Depreciation	36	39
Audit fees	80	79
Central committee expenses	101	89
Episcopal electors expenses	7	-
	<u>397</u>	<u>386</u>
Total cost of operations	<u>2,858</u>	<u>2,748</u>

RCB costs of operations arising are recovered as appropriate from General Funds or Restricted Trust Funds.

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

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 19**

7 OTHER RESOURCES EXPENDED

	2011 €000	2010 €000
Professional costs	179	190
Pensions for retired staff	124	123
Reorganisation costs	53	157
	<u>356</u>	<u>470</u>

8 ALLOCATIONS

	2012 €000	2011 €000	2010 €000
(a) Reserve for following year			
Maintenance of the stipendiary ministry	1,449	1,275	1,294
Retired clergy and surviving spouses	732	943	1,174
Training of ordinands	1,447	1,212	1,315
General Synod activities	962	960	1,009
Miscellaneous financing	5	1	25
Reserve for following year (see Note 5)	<u>4,595</u>	<u>4,391</u>	<u>4,817</u>

	2011 €000	2010 €000
(b) Expended in year		
Reserve released	4,391	4,817
Less - allocations unexpended	193	289
	<u>4,198</u>	<u>4,528</u>

The 2012 provision for Allocations, shown in designated reserves in Note 5, is the gross amount committed by General Funds to be expended on wider Church activities in 2012. The value of subventions in 2011 was €197,000 (2010 - €200,000) and is shown in incoming resources.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 20**

9 RESTATEMENT OF PARISH, DIOCESAN AND OTHER TRUST FUNDS

INVESTED ASSETS

	Balance at 1.1.11 €000	Adjusted €000	Restated Opening Balance €000
Parish trusts and glebe sales	119,236	-	119,236
Diocesan stipend and general funds	21,780	-	21,780
Diocesan miscellaneous trusts	8,691	-	8,691
Diocesan episcopal funds	4,370	-	4,370
Less: diocesan car loans	(465)	-	(465)
	<u>153,612</u>	<u>-</u>	<u>153,612</u>
Sundry trusts	38,344	4,354	42,698
General Synod funds	<u>8,203</u>	<u>-</u>	<u>8,203</u>
OTHER TRUST FUNDS	200,159	4,354	204,513
Pensions and related funds (i)	110,931	(107,749)	3,182
Auxiliary and Sundry Projects Funds (ii)	<u>4,354</u>	<u>(4,354)</u>	<u>-</u>
TOTAL	<u>315,444</u>	<u>(107,749)</u>	<u>207,695</u>

- (i) The trusteeship of the Clergy Pensions Fund transferred from the RCB to the Church of Ireland Clergy Pensions Trustee Limited as at 1 January 2011. As a consequence, the invested assets of the Clergy Pensions Fund are no longer consolidated in the Balance Sheet of the RCB. The restated opening balance comprises restricted trusts held for the benefit of retired clergy and spouses.
- (ii) The invested assets of the Auxiliary and Sundry Projects Funds are accumulations of trusts held and administered by the RCB, for the benefit of the wider Church of Ireland, and are from 2011 included with other Sundry Trusts.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 21**

10 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	Balance at 1.1.11 as restated (Note 9) €000	Currency translation movements €000	Capital changes/ movements €000	Profit/ (loss) on sales €000	Revaluation movements €000	Balance at 31.12.11 €000
(a) INVESTED CAPITAL						
Parish trusts and glebe sales	119,236	924	(2,084)	17	(4,120)	113,973
Diocesan stipend and general funds	21,780	220	(58)	(85)	(715)	21,142
Diocesan miscellaneous trusts	8,691	61	51	-	(339)	8,464
Diocesan episcopal funds	4,370	43	5	-	(161)	4,257
Less: diocesan car loans	(465)	(5)	40	-	-	(430)
	<u>153,612</u>	<u>1,243</u>	<u>(2,046)</u>	<u>(68)</u>	<u>(5,335)</u>	<u>147,406</u>
Sundry trusts	42,698	228	(1,039)	-	(1,169)	40,718
General Synod funds	8,203	46	(114)	-	(310)	7,825
Trusts for retired clergy and spouses (i)	3,182	24	34	-	(91)	3,149
	<u>207,695</u>	<u>1,541</u>	<u>(3,165)</u>	<u>(68)</u>	<u>(6,905)</u>	<u>199,098</u>

(i) Previously combined with Pensions and related funds - see Note 9

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

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

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

	2011 €000	2010 €000
<b>Designated</b>		
Diocesan stipend & general funds	6,079	5,005
Parish endowments	31	94
Miscellaneous diocesan trusts	373	401
General Synod trusts	222	147
Other trust funds	1,549	1,603
Clergy pensions & related funds	223	183
Trust creditors	250	303
	<u>8,727</u>	<u>7,736</u>
<b>Undesignated</b>		
Auxiliary and Sundry Projects Funds	<u>529</u>	<u>354</u>
<b>Summary - reserves</b>		
Designated	8,727	7,736
Undesignated	529	354
	<u>9,256</u>	<u>8,090</u>

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

	2011 €000	2010 €000
Capital funds invested	199,098	207,695
Designated and undesignated reserves	<u>9,256</u>	<u>8,090</u>
	<u>208,354</u>	<u>215,785</u>
Net withdrawals		
Capital realised (10a)	(3,165)	(1,779)
Movement in reserves (10b)	<u>1,166</u>	<u>(32)</u>
	<u>(1,999)</u>	<u>(1,811)</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 23**

**11 CASH FLOW RECONCILIATION**

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

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

	2011	2011	2011	2010
		General	Parish, Diocesan and Other Trust Funds	Total as restated
Notes	RCB €000	Funds €000	€000	€000
Net incoming resources before allocations and distributions	-	4,792	9,962	3,242
Other recognised losses	227	(227)	-	-
Change in other debtors	73	(706)	-	(15)
Change in creditors	177	(220)	-	71
Net amortisation of fixed assets	1 244	-	-	264
Effect of foreign exchange rate changes	-	-	-	1
Net cash inflow	<u>721</u>	<u>3,639</u>	<u>9,962</u>	<u>3,563</u>

**12 ANALYSIS OF CHANGES IN CASH DURING THE YEAR**

Net cash inflow/(outflow)	662	1,964	(3,040)	(5,846)
Effect of foreign exchange rate changes	-	97	394	677
Increase/(decrease) in cash	662	2,061	(2,646)	(5,169)
Balance at 1 January	(130)	6,204	38,441	49,025
Balance at 31 December	13 <u>532</u>	<u>8,265</u>	<u>35,795</u>	<u>43,856</u>

**13 ANALYSIS OF CASH BALANCES**

Cash on short term deposit	-	5,247	35,062	42,632
Due from/(to) bankers	532	-	13	(117)
Cash held by investment managers	-	3,018	720	1,341
	12 <u>532</u>	<u>8,265</u>	<u>35,795</u>	<u>43,856</u>

Where relevant 2010 notes have been restated to exclude cash held for Unit Trusts and related entities.



14 RETIREMENT BENEFITS

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

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

The figures for the year ending 31 December 2011 under FRS17 (and comparatives for 31 December 2010) show that the fair value of the assets of the scheme to be €7.609m (€7.674m), and that this represents 69% of the value of benefits that had accrued to members as at that date. The market value of assets has deteriorated by €0.065m (0.8%) during the year. The present value of scheme liabilities as calculated by the actuary under FRS17 has increased from €10.87m to €10.97m in 2011. As required by FRS17 the valuation was prepared using the 'projected unit cost' method.

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

The actuarial calculation of the amounts to be recognised in the Statement of Financial Activities is shown in Note 14c following. The current service cost and net finance cost are included in resources expended.

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

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

	2011 €000	2010 €000
Present value of funded obligations	(10,975)	(10,869)
Fair value of plan assets	7,609	7,674
Pension Liability in the balance sheet	<u>(3,366)</u>	<u>(3,195)</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 25**

14 RETIREMENT BENEFITS - CONTINUED

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

	2011 €000	2010 €000
Interest cost	590	548
Expected return on plan assets	(537)	(460)
Net finance expense	53	88
Current service cost - included in costs of operations	202	177
	<u>255</u>	<u>265</u>
Actuarial gains/(losses)	2011 €000	2010 €000
Actual less expected return on scheme assets	(878)	407
Experience gains on liabilities	737	91
Change in assumptions underlying the present value of the scheme liabilities	(379)	(1,441)
	<u>(520)</u>	<u>(943)</u>

The cumulative actuarial loss recognised up to and including the financial year ended 31 December 2011 is €4.221m.

	Pension Assets €000	Pension Liabilities €000	2011 Pension Deficit €000	2010 Pension Deficit €000
(d) Movement in Scheme Assets and Liabilities				
At 31 December 2010	7,673	(10,868)	(3,195)	(2,252)
Current Service Cost	-	(202)	(202)	(177)
Interest on scheme liabilities	-	(590)	(590)	(548)
Expected return on scheme assets	537	-	537	460
Actual less expected return on scheme assets	(878)	-	(878)	407
Experience gains on liabilities	-	737	737	91
Changes in assumptions	-	(379)	(379)	(1,441)
Benefits paid	(362)	362	-	-
Premiums paid	(33)	33	-	-
Contributions by plan participants	68	(68)	-	-
Employer contributions paid	604	-	604	265
At 31 December 2011	<u>7,609</u>	<u>(10,975)</u>	<u>(3,366)</u>	<u>(3,195)</u>
Note - actual return on plan assets			<u>(341)</u>	<u>867</u>

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

## 14 RETIREMENT BENEFITS - CONTINUED

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

At 31 December 2011 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:

	2011	2010	2009
(as a percentage of total scheme assets)	%	%	%
Equities	73	73	69
Bonds	17	14	19
Property	4	4	5
Cash	6	9	7

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

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

For equities and property, the long term rate of return is expected to exceed that of bonds by a margin, the "risk premium". In assessing the equity risk premium, past returns have been analysed giving a risk premium of 4.0% above the long term gilt yields, giving an assumed return of 7.9%. This is reduced to 7.3% after deduction of the pensions levy.

For property assets, the assumed rate of return is 5.4% (4.8% after deduction of the pensions levy) reflecting an expectation that property returns will not match equity returns in the future. Thus, the overall expected return on scheme assets at 31 December 2011 is 6.15% (2010: 6.88%).

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

	2011	2010
	%	%
Discount rate	5.00	5.40
Future salary increases	2.50	3.00
Future pension increases	2.00	2.00
Inflation rate	2.00	2.00

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

## 14 (g) RETIREMENT BENEFITS - CONTINUED

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

	2011	2010
Male	23.0	22.8
Female	24.5	24.4

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

	2011	2010	2009	2008	2007
Present value of the defined benefit obligation (€000)	(10,975)	(10,869)	(9,113)	(9,376)	(8,755)
Fair value of plan assets (€000)	7,609	7,674	6,861	5,677	9,044
Pension (deficit)/surplus (€000)	(3,366)	(3,195)	(2,252)	(3,699)	289
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	6.71%	0.84%	2.8%	(15.2%)	(1.4%)
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	(11.55%)	5.30%	12.8%	(67.1%)	(10.2%)

## 15 SPECIAL PENSION CONTRIBUTIONS AND CHARGES

A special contribution of €m was made in 2011 to support the solvency of the Church of Ireland Clergy Pensions Fund.

A special charge arose with respect to the Staff Pension Scheme, amounting to €21,000, including €71,000 being the increase in the actuarially calculated deficit under FRS17, and €350,000 of a capital injection into the fund.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 28**

## 16 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.

	2011	2010
Currency	Total	Total
	€000	€000
Sterling	45,884	71,956
US Dollars	6,865	13
Swiss Francs	4,009	4,097
Australian Dollar	1,235	-
Norwegian Kroner	1,146	935
Swedish Kroner	1,117	49
Brazilian Real	850	-
Danish Kroner	741	1,759
Total of eleven other currencies	3,025	361
	<u>64,872</u>	<u>79,170</u>

The rates of exchange used at 31 December 2011 for significant currency exposures.

Sterling	0.8353
US Dollars	1.2980
Swiss Francs	1.2140
Australian Dollar	1.2723
Norwegian Kroner	7.7470
Swedish Kroner	8.8990
Brazilian Real	2.4159
Danish Kroner	7.4320

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

16 FINANCIAL INSTRUMENTS (Contd)

(c) Interest Rate Risk

The RCB has interest bearing assets but does not have interest bearing liabilities. The financial assets of the RCB consist predominantly of equity shares 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 2011 was:

	2011		2010	
	Total interest bearing €000	Interest bearing at fixed rate €000	Total interest bearing €000	Interest bearing at fixed rate €000
Sterling	24,046	18,761	-	-
Euro	26,386	26,386	30,102	30,102
<b>Total</b>	<b>50,432</b>	<b>45,147</b>	<b>30,102</b>	<b>30,102</b>

Fixed interest rate financial assets

	2011		2010	
	Weighted average interest rate	Weighted average for which rate is fixed	Weighted average interest rate	Weighted average for which rate is fixed
Sterling	6.41	13.84	-	-
Euro	5.50	6.95	5.77	7.40

(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.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 30**

16 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

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

APPENDIX A

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

**INCOME AND EXPENDITURE ACCOUNT**  
**For the year ended 30 June 2011**

	2011 €	2010 €
<b>Income</b>		
Grants from General Synod	747,788	800,155
Divinity student fees	137,240	141,460
Receipts from guests and conference	50,937	63,017
Non-stipendiary ministry training	6,459	19,371
Clergy study courses	3,884	-
Interest	779	197
Foundation course	37,317	30,824
	<u>984,404</u>	<u>1,055,024</u>
<b>Expenditure</b>		
Academic expenses	379,251	395,893
Administration expenses	109,925	125,514
Operating expenses	272,992	268,742
Establishment expenses	216,459	228,164
Transfer to Chapel Library	1,113	-
	<u>979,740</u>	<u>1,018,313</u>
<b>Surplus for the year</b>	4,664	36,711
Balance at beginning of the year	37,742	16,264
Opening balance paid to RCB	(36,539)	(15,233)
<b>Balance at the end of the year</b>	<u>5,867</u>	<u>37,742</u>

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



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

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**BALANCE SHEET**

**As at 30 June 2011**

	2011	2010
	€	€
<b>EMPLOYMENT OF CAPITAL</b>		
<b>Fixed assets</b>	19,892	39,986
	<hr/>	<hr/>
<b>Current assets</b>		
Sundry debtors	49,042	55,170
Bank deposit accounts	9,368	9,367
Bank current accounts	21,441	26,193
Cash on hand	12	17
	<hr/>	<hr/>
	79,863	90,747
<b>Creditors – amounts falling due within one year</b>	(80,029)	(58,765)
	<hr/>	<hr/>
<b>Net current (liabilities)/assets</b>	(166)	31,982
Total assets less current liabilities	19,726	71,968
<b>Creditors – amounts falling due after more than one year</b>	(13,859)	(34,226)
	<hr/>	<hr/>
<b>Net assets</b>	5,867	37,742
	<hr/>	<hr/>
<b>Capital and trust funds</b>		
Accumulated surplus	5,002	36,539
Ferrar Memorial Fund for Liturgical Library	91	163
Gregg Memorial Fund for College Library	774	1,040
	<hr/>	<hr/>
	5,867	37,742
	<hr/>	<hr/>

## APPENDIX B

## FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

	2011 %	3 year annualised 2009-2011 %	5 year annualised 2007-2011 %
<b>General Funds</b>			
General Funds (In-House)	-1.2	2.5	-16.8
General Funds (Lazard)	-0.7	11.6	-2.4
<b>Parochial, Diocesan Funds etc</b>			
RB General Unit Trust (RI)	<del>0.1</del>	<del>7.6</del>	<del>-10.2</del>
RB General Unit Trust (NI)	<del>2.3</del>	<del>10.6</del>	<del>1.9</del>
<b>Market Averages</b> (a)			
<i>ISEQ Index</i>	2.6	10.1	-19.0
<i>ISEQ Financial Index</i>	-70.7	-49.3	-62.0
<i>ISEQ Bond Index Total</i>	10.0	-0.2	1.6
<i>FTSE Eurotop 100</i>	-6.1	9.5	-3.8
<i>FTSE All Share Index (€)</i>	-0.4	18.6	-2.7
<i>FTSE All Share Index (£)</i>	-3.2	13.1	1.4
<i>FTSE ALL UK Gilt Index</i>	15.6	7.0	7.8

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

**APPENDIX C**

**SOCIALLY RESPONSIBLE INVESTMENT**

**ANNUAL REVIEW AND REPORT OF THE INVESTMENT COMMITTEE  
TO THE REPRESENTATIVE CHURCH BODY (DECEMBER 2011)**

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 2012

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

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

**APPENDIX D**

**GENERAL UNIT TRUSTS**

**FINANCIAL STATEMENTS**

**AND**

**INVESTMENT MANAGER'S REPORTS**

**YEAR ENDED 30 JUNE 2011**

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

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**FUND OBJECTIVES**

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

**MARKET REVIEW**

**IRELAND**

The twelve month period to 30 June 2011 was an eventful one for Ireland. It was dominated by the EU bailout in November 2010 when the State was compelled to accept EU/IMF loans of €5bn to secure state funding out to 2013 and to recapitalise the domestic banking system. A new Fine Gael/Labour government was formed in February 2011 and is tasked with restoring the economy back to growth.

The recovery in the Irish economy has been somewhat erratic and has been driven primarily by strong exports whilst domestic demand remains weak. An unemployment rate of circa 14% and ongoing pressure on disposable incomes from falling wages, rising inflation, tax increases and higher interest rates has resulted in continued fragility in consumer confidence. However, the Irish economy's flexibility is being displayed in the ongoing adjustment and real internal devaluation that is still underway with the result that Ireland's competitive position internationally has improved materially. The rebalancing away from over-reliance on the construction sector and the reduction in the cost of doing business in Ireland (e.g. wage and rental costs) should result in increased foreign direct investment and lead to a more sustainable recovery.

Given the huge increase in yields for Irish debt over the last year total returns were poor for investors in Irish sovereign bonds. The ISEQ All Bond Index delivered a total return of -21.6% compared to 3.1% for the FTSE All UK Gilts Index. However, the recent escalation in the European debt crisis may actually prove beneficial for Ireland if measures being considered, such as interest rate reductions, lengthening of maturities and debt buybacks, are implemented.

Investors in Irish equities fared somewhat better with the ISEQ Index of Irish shares generating a total return of 5.9% over the twelve month period despite Irish financials declining by -77.3%, although it still lagged both U.K. and European equity markets.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

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**EUROPE**

The Eurozone economy as a whole performed well in the year to 30 June 2011, led mainly by the northern European economies of Germany, France and Holland. In the quarter to March 2011 seasonally adjusted GDP increased by 2.5% in both the euro area and the EU27 compared to the same quarter in 2010. However the economies of Greece and Portugal continued to underperform with growth rates of -4.8% and -0.7% respectively over the same period on the back of demanding austerity programmes.

This level of overall growth combined with inflationary pressures caused by high commodity prices prompted the European Central Bank to commence raising interest rates with an initial hike of 25 basis points in April 2011, in a bid to anchor inflation expectations and prevent second-round inflationary effects such as rising wage demands. It subsequently raised rates again (after the financial year end) by a further 25 basis points in July with the expectation of at least one further hike before the end of 2011. The timing of such increases is unfortunate for peripheral European economies already struggling with depressed consumer confidence and demand as a result of the ongoing deficit reduction measures.

The central issue dominating the headlines during 2010/11 was the ongoing saga surrounding European sovereign debt. The crisis reached new levels with both Ireland and Portugal joining Greece during the year as bailout recipients, with contagion ultimately spreading beyond the peripheral countries towards the end of the period to larger economies like Spain and Italy. Sovereign debt yields have continued to spiral upwards with Greece, Ireland and Portugal downgraded to 'junk' status by at least one credit rating agency and a second bailout required by Greece. The creation of the European Financial Stability Facility (EFSF), the proposed European Stabilisation Mechanism (ESM), and stress tests of the European banking sector have all failed to calm the markets who are now demanding a European-wide solution, possibly with some form of private sector involvement, to replace the heretofore piecemeal country by country approach.

Despite all the uncertainty surrounding the sovereign debt problems in Europe, the Euro actually strengthened by 10.4% against Sterling in the twelve months to 30 June 2011, and by 18.4% against the U.S. dollar, mainly as a result of the quantitative easing (money printing) programmes undertaken by both the Bank of England and the Federal Reserve in the U.S.

As a result, the euro-denominated returns of UK and US equity markets were below those of European equity markets despite significant outperformance in local currency terms. For example, the FTSE 100 Index, which had a total return of 25.1% in sterling terms for the year to 30 June 2011, returned only 13.4% when converted to euro, marginally behind the Dow Jones EuroStoxx 50 Index at 15.4% for the same period.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

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**UK**

The UK economy lost some momentum during the year to 30 June with growth slowing to just 0.5% for the first quarter of 2011 on the back of poor performances from the construction and energy sectors. Deficit reducing austerity measures introduced by the Conservative led government, such as increases in the VAT rate and reductions in government expenditure, continuing high unemployment, low wage growth and high debt levels continue to impact consumer spending.

Against this economic backdrop, and despite inflation running well above its target at 4.5% at the end of May, the Bank of England maintained interest rates at the historically low level of 0.5%. It is expected that inflationary pressures from commodities and the VAT rises should ease over the next year which, in conjunction with the weak growth environment, should ensure low interest rates for the rest of 2011.

Despite the general weakness in the economy, the UK equity market actually had a very robust performance during the year with the FTSE All Share Index delivering a total return of 25.8% in sterling terms, although this return declines to 14.1% in euro terms as result of sterling's depreciation against the euro of 9.4%. The UK market's exposure to international mining and oil stocks was beneficial, with companies such as BHP Billiton and Royal Dutch Shell delivering total returns in excess of 40% for the year.

**KEY CHANGES TO THE PORTFOLIO**

During the summer of 2010 the Fund sought to take advantage of volatility and pessimism in equity markets by acquiring solid companies with reasonable dividend yields at attractive prices. Throughout the year, given that bond yields had fallen significantly compared to the previous year, there was a greater emphasis on identifying good quality equities with reasonable initial yields and attractive dividend growth prospects.

This strategy is reflected in the asset allocation at June 2011 where equities comprised 79% of the Fund's assets compared to 72% as at June 2010, although the relative movement was also influenced by the decline in the value of the Fund's Irish government bond holdings. There was a corresponding reduction in the Fund's exposure to corporate bonds during the period, from 14% in June 2010 to 9% in 2011. As corporate bond yields fell during the year capital gains on select bonds were realised and predominantly reinvested in equities.

The Fund modestly increased its exposure to global equities over the period through an investment in an International Equity Income fund using proceeds from the sale of other (UK and European) unitised vehicles held for the portfolio. The investment in Global Equity provides greater diversification both in terms of geographical exposure (and income) but also with respect to the investment approach, which seeks to identify inevitable growth trends around the world and then invest in the best companies globally that are best positioned to exploit these trends.



**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER'S REPORT**  
**YEAR ENDED 30 JUNE 2011**

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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. As always, all companies must comply with the Representative Church Body's socially responsible investment policy.

**PERFORMANCE**

During the period under review the capital value of the Fund declined by -0.3% while the total return (capital and income) was 4.2%.

**Annualised Total Returns:**

	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>	<b>10 Years</b>
<b>ISEQ Overall</b>	5.9%	-15.1%	-14.9%	-5.2%
<b>ISEQ Financial</b>	-77.3%	-69.9%	-57.8%	-30.7%
<b>FTSE 100 Index (€)</b>	13.4%	1.3%	-1.2%	0.0%
<b>DJ Eurostoxx 50</b>	15.4%	-1.2%	-1.0%	-0.6%
<b>ISEQ Bond Index Total</b>	-21.6%	-4.4%	-1.9%	N/A
<b>RB General Unit Trust (RI)</b>	4.2%	-6.4%	-7.4%	0.1%

The Fund's exposure to Mining and Oil & Gas stocks contributed positively to performance as these sectors outperformed the broader market and sectoral indices on a relative basis.

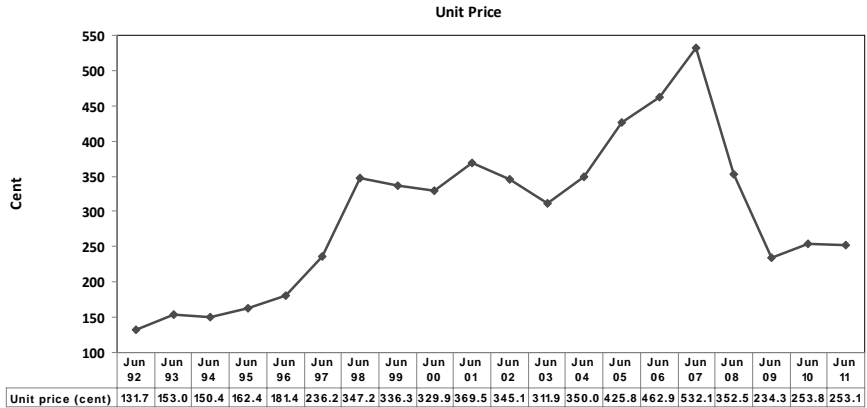
However, the Fund's large holdings in both CRH and E.On detracted from performance, as did its holdings in Irish government bonds. CRH delivered a total return of just -7.0% while E.On returned -5.6% compared to the Dow Jones EuroStoxx 50 Index at 15.4%. The Irish government bond market significantly underperformed other sovereign bond markets returning -21.6% compared to 3.1% for UK Gilts.

The Fund continues to adopt a longer term view for investment and is committed to investing in quality companies with strong balance sheets and management teams which should provide sustainable returns into the future.

The longer term capital performance of the Fund and the historic price of a unit are detailed in the chart below for information.

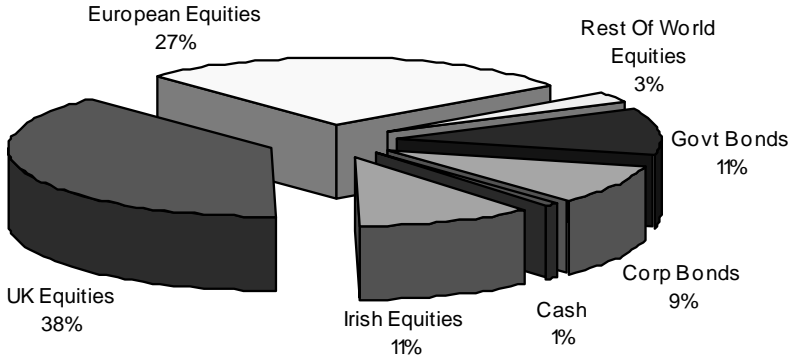
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The historic price of a unit is detailed in the below chart.



**TRUST ASSET DISTRIBUTION**

The investment profile in terms of distribution of the assets (by value) at 30 June 2011 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account was €33,280,216. Of this figure, the value of euro denominated securities (including some international securities) plus cash held by the Trust was €75,981,456 (57% of the total Fund value).

The value of the UK holdings (denominated in sterling) including sterling cash was £51,717,861 (43% of the Fund). The closing EUR/GBP exchange rate was 0.9026 (2010: 0.8175).

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

**The ten largest equity holdings at 30 June 2011 were:**

	% of Fund		% of Fund
1. CRH	5.2%	6. E.On	2.6%
2. Total	4.5%	7. Eni	2.3%
3. BHP Billiton	3.8%	8. GlaxoSmithKline	2.1%
4. Royal Dutch Shell	3.1%	9. BP	2.0%
5. BG Group	2.7%	10. Scottish & Southern Energy	1.9%

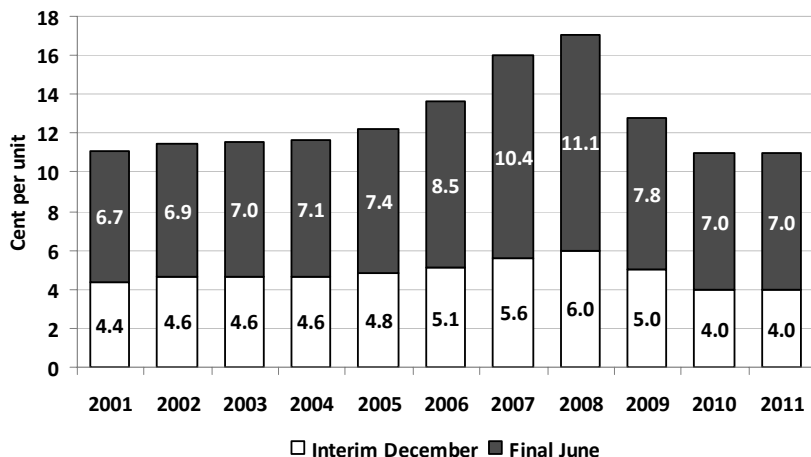
**INCOME DISTRIBUTION TO UNIT HOLDERS**

With some moderate growth appearing in dividends as corporate earnings improved during the year, the Trust agreed to maintain its interim distribution at 4.0 cent and its final distribution at 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. The balance in the Reserve at the financial year end was €1,772,937 (2010: €1,824,434).

It is hoped that the distribution can be sustained at the current level with dividend growth permitting a gradual reduction in the draw from the Reserve. However, dividend growth may be offset by lower available bond yields as existing higher-yielding bonds held by the Fund mature in the coming years.

Based on the value of a unit at 30 June 2011 of €2.531, and a full year distribution of 11.0 cent, the distribution yield was 4.3%. (The comparative figures for 30 June 2010 also showed a yield of 4.3% based on a unit value then of €2.538 and a full year distribution of 11.0 cent).

**Income Distributions (2001 – 2011) - Financial Year-End 30 June**



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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

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**INPUTS INTO FUND**

There were net inputs of €73,751 into the Fund for the twelve months to 30 June 2011, reflecting new cash of €433,715 less redemptions of €359,964.

**OUTLOOK**

Although volatility and risk aversion increased during the second quarter of 2011, equity markets have actually held up relatively well. However, a number of concerns persist which could provide headwinds to equity market performance in the months ahead.

The outlook for China and the ability of the relevant authorities there to engineer a balance between inflation and growth will be important for the global economy. The economic outlook for the global economy is also being questioned following recent natural catastrophes and the resulting supply chain disruptions and also given the austerity measures being implemented by many countries. Additionally, the debt sustainability of large western economies like the U.S., Italy and Spain is being questioned, particularly given the perceived political inaction both in the U.S. and Europe in dealing with their respective debt problems.

Despite the above macroeconomic factors, corporate balance sheets are actually very healthy with many companies carrying record levels of cash and valuations are not currently unduly stretched, particularly in Europe. Assuming no major policy mistakes by politicians or central bankers, confidence should continue to improve such that companies become more willing to spend their cash, either through greater investment in organic growth or through mergers and acquisitions, which should reward investors.

PM TALBOT  
Head of Investments  
26 July 2011

The Representative Church Body – Report 2012

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2011**

	30-Jun-11 €000	30-Jun-10 €000
Income	6,054	5,595
Expenses	(21)	-
<b>Net income</b>	<u>6,033</u>	<u>5,595</u>
Net gains / (losses) on investment activities		
- Net realised (losses)	(7,378)	(3,054)
- Net change in unrealised gains on euro investments	1,809	6,162
- Net change in unrealised gains on sterling investments	9,960	5,130
- Net change in currency exchange (losses) /gains	<u>(4,761)</u>	<u>1,869</u>
<b>Total return of the financial year</b>	5,663	15,702
Distributions	<u>(6,085)</u>	<u>(6,047)</u>
<b>Net (decrease) / increase in net assets from investment activities</b>	(422)	9,655
Transfer from dividend equalisation reserve	52	453
Transfer of realised losses from trust capital account	7,378	3,054
Transfer of unrealised (gains to) trust capital account	(11,769)	(11,293)
Transfer of unrealised exchange losses from/(gains to) trust capital account	<u>4,761</u>	<u>(1,869)</u>
	<u>-</u>	<u>-</u>

Signed on behalf of the Trustee: *RS Neill*

*HJ Saville*

Date: 19 October 2011

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**BALANCE SHEET AS AT 30 JUNE 2011**

	30-Jun-11 €000	30-Jun-10 €000
<b>Investments</b>	132,058	131,365
<b>Current assets</b>		
Debtors	3,338	4,663
Cash at bank	-	10
	<u>3,338</u>	<u>4,673</u>
<b>Current liabilities</b>		
Creditors (amounts falling due within one year)	342	636
	<u>342</u>	<u>636</u>
<b>Net current assets</b>	2,996	4,037
<b>Total assets</b>	<u>135,054</u>	<u>135,402</u>
<b>Trust capital fund</b>	<u>135,054</u>	<u>135,402</u>

Signed on behalf of the Trustee: *RS Neill*  
*HJ Saville*  
 Date: 19 October 2011

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

**STATEMENT OF CHANGES IN NET ASSETS**

	30-Jun-11 €000	30-Jun-10 €000
Net income	6,033	5,595
Net gains on investment activities	4,391	8,238
Net (losses)/gains on currency movements	(4,761)	1,869
	<hr/>	<hr/>
<b>Total return for the financial year</b>	5,663	15,702
Distributions	(6,085)	(6,047)
Proceeds from units issued	434	1,941
Cost of units redeemed	(360)	(635)
	<hr/>	<hr/>
<b>Net increase / (decrease) in net assets from unit transactions</b>	(348)	10,961
<b>Net assets</b>		
At beginning of year	135,402	124,441
	<hr/>	<hr/>
At end of year	135,054	135,402
	<hr/>	<hr/>

Signed on behalf of the Trustee: *RS Neill*

*HJ Saville*

Date: 19 October 2011

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

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**FUND OBJECTIVES**

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

**MARKET REVIEW**

The UK economy lost some momentum during the year to 30 June with growth slowing to just 0.5% for the first quarter of 2011 on the back of poor performances from the construction and energy sectors. Deficit reducing austerity measures introduced by the Conservative led government, such as increases in the VAT rate and reductions in government expenditure, as well as ongoing high levels of unemployment, low wage growth and high debt levels, continue to impact consumer spending.

Against this economic backdrop, and despite inflation running well above its target at 4.5% at the end of May, the Bank of England maintained interest rates at the historically low level of 0.5%. It is expected that inflationary pressures from commodities and the VAT rises should ease over the next year which, in conjunction with the weak growth environment, should ensure low interest rates for the remainder of 2011.

Sterling appreciated against the U.S. dollar over the twelve month period but it declined in value against a number of other currencies; it depreciated against the euro by 9.4%. Given that many of the companies listed on the UK stock market derive significant portions of their revenues from abroad such currency movements can materially impact the results of those companies reporting in sterling.

Despite the general weakness in the economy, the UK equity market actually had a very robust performance during the year, with the FTSE All Share Index delivering a total return of 25.8%. The UK market's exposure to international mining and oil stocks was beneficial, with companies in these sectors delivering strong gains relative to the broader indices. The Fund's overweight position in such stocks was beneficial.

The UK government bond market also performed strongly relative to other bond markets with the FTSE All UK Gilts Index generating a total return of 3.1% during the year compared to a total return of -1.8% for the Eurobloc government bond market as a whole.

**KEY CHANGES TO THE PORTFOLIO**

During the summer of 2010 the Fund sought to take advantage of volatility and pessimism in equity markets by acquiring solid companies with reasonable dividend yields, such as Tesco and GlaxoSmithKline, at attractive prices. Throughout the year, given that bond yields had fallen significantly compared to the previous year, there was a greater emphasis on identifying good quality equities with good initial yields and attractive dividend growth prospects.



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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

This strategy is reflected in the asset allocation at June 2011 where equities comprised 76% of the Fund's assets compared to 69% as at June 2010. There was a corresponding reduction in the Fund's exposure to corporate bonds during the period, from 28% in June 2010 to 20% in 2011. As corporate bond yields fell during the year capital gains on select bonds were realised and predominantly reinvested in equities.

The Fund initiated an exposure to global equities over the period through an investment in an International Equity Income fund using proceeds from the sale of other UK-focused unitised vehicles held for the portfolio. The investment in Global Equity provides greater diversification both in terms of geographical exposure (and income) but also with respect to the investment approach, which seeks to identify inexorable growth trends around the world and then invest in the best companies globally that are best positioned to exploit these trends.

A number of commercial property funds aimed at charities were researched during the year as a result of the attractive yields available following the decline in capital values that occurred over the past few years. It is expected that the Fund will initiate an investment in the near future.

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. As always, all companies must comply with the Representative Church Body's socially responsible investment policy.

**PERFORMANCE**

During the period under review the capital value of the Fund rose by 16.0% while the total return (capital and income) was 20.7%.

**Benchmark Annualised Total Returns:**

	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>	<b>10 Years</b>
<b>FTSE 100</b>	25.1%	5.9%	4.2%	4.1%
<b>FTSE All UK Gilts</b>	3.1%	7.5%	5.6%	5.6%
<b>RB General Unit Trust (NI)</b>	20.7%	7.0%	4.9%	7.1%

The Fund's exposure to Mining and Oil & Gas stocks contributed positively to performance as these sectors outperformed the broader market and sectoral indices on a relative basis.

The Fund continues to adopt a longer term view for investment and is committed to investing in quality companies with strong balance sheets and management teams which should provide sustainable returns into the future.

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

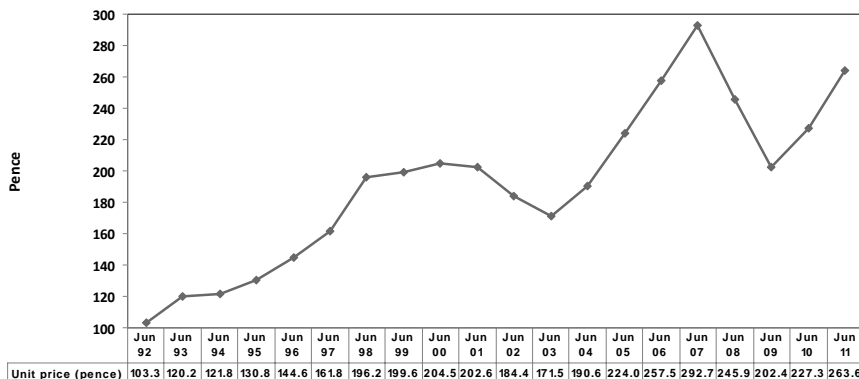
**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

The longer term capital performance of the Fund and the historic price of a unit are detailed in the chart below for information.

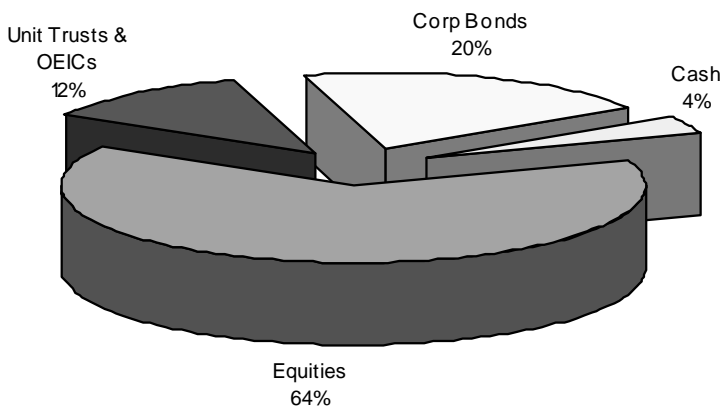
The historic unit price is detailed in the below chart.

Unit Price



**TRUST ASSET DISTRIBUTION**

The investment profile in terms of distribution of the assets (by value) at 30 June 2011 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account, was £35,992,773 at 30 June 2011.

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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

**The ten largest equity holdings at 30 June 2011 were:**

	% of Fund		% of Fund
1. BHP Billiton	6.8	6. Diageo	2.8
2. Royal Dutch Shell	4.4	7. Scottish & Southern	2.8
3. BG Group	3.9	8. AMEC	2.6
4. GlaxoSmithKline	3.9	9. Alliance Trust	2.4
5. BP	3.4	10. Smith (DS)	1.7

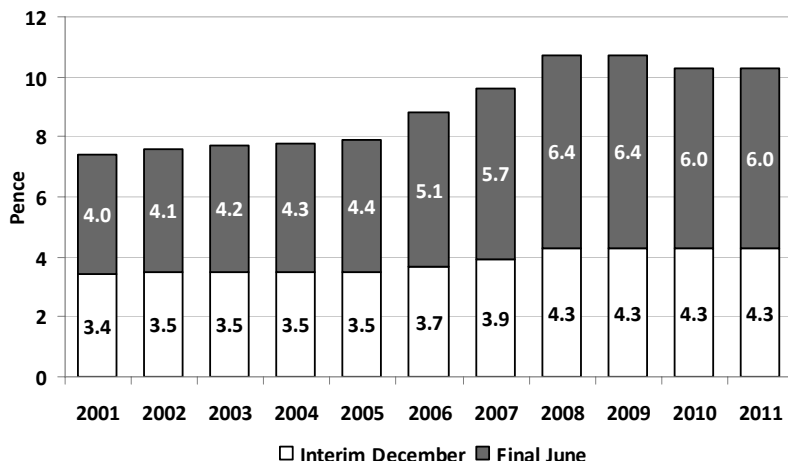
**INCOME DISTRIBUTION TO UNIT HOLDERS**

With some moderate growth appearing in dividends as corporate earnings improved during the year, the Trust agreed to maintain its interim distribution at 4.3 pence and its final distribution at 6.0 pence. Once again, this level of distribution required the Trustee to supplement the projected income of the Fund by continuing to draw on the Dividend Equalisation Reserve. The balance in the Reserve at the financial year end was £201,288 (2010: £219,915).

It is hoped that with dividend growth on the underlying assets, the distribution can be sustained at the current level permitting a gradual reduction in the draw from the Reserve. However, dividend growth may be offset by lower available bond yields as existing higher-yielding bonds held by the Fund mature in the coming years.

Based on the value of a unit at 30 June 2011 of £2.636, and a full year distribution of 10.3 pence, the distribution yield was 3.9%. (The comparative figures for 30 June 2010 showed a yield of 4.5% based on a unit value then of £2.273 and a full year distribution of 10.3 pence.)

**Income Distributions (2001 – 2011) - Financial Year-End 30 June**



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

**INVESTMENT MANAGER'S REPORT**

**YEAR ENDED 30 JUNE 2011**

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**INPUTS INTO FUND**

There were net inputs of £845,247 into the Fund for the twelve months, reflecting new cash of £1,539,140 less redemptions of £693,893.

**OUTLOOK**

Although volatility and risk aversion increased during the second quarter of 2011, equity markets have held up relatively well, both in the U.K. and globally. However, a number of macro concerns persist which could provide headwinds to equity market performance in the months ahead.

The outlook for China and the ability of the relevant authorities there to engineer a balance between inflation and growth will be important for the global economy, and especially for U.K. listed companies that generate significant non-domestic revenues. The economic outlook for the global economy is also being questioned following recent natural catastrophes and the resulting supply chain disruptions and in the U.K. the recently implemented austerity measures are already having an impact.

Additionally, the debt sustainability of large western economies like the U.S., Italy and Spain is being questioned, particularly given the perceived political inaction both in the U.S. and Europe in dealing with their respective debt problems. However, the strong deficit reduction measures initiated by the U.K. government, as well as the options available to it by virtue of having its own central bank and currency, should mean that U.K. government debt and yields don't suffer the fate of other European countries.

Despite the above macroeconomic headwinds, corporate balance sheets are actually very healthy with many companies carrying record levels of cash and valuations are not currently unduly stretched, particularly in the U.K. and Europe. Assuming no major policy mistakes by politicians or central bankers, confidence should continue to improve such that companies become more willing to spend their cash, either through greater investment in organic growth or through mergers and acquisitions, which should reward investors.

PM TALBOT  
Head of Investments  
26 July 2011

**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**STATEMENT OF TOTAL RETURN**

	30-Jun-11 £	30-Jun-10 £
Income	1,447	1,389
Expenses	(5)	-
<b>Net income</b>	<u>1,442</u>	<u>1,389</u>
<b>Net gains / (losses) on investment activities</b>		
- Net realised (losses)	(84)	(264)
- Net change in unrealised gains	4,943	3,402
<b>Total return for the financial year</b>	<u>6,301</u>	<u>4,527</u>
Distributions	(1,460)	(1,427)
<b>Net increase in net assets from investment activities</b>	<u>4,841</u>	<u>3,100</u>
Transfer from dividend equalisation reserve	18	38
Transfer of realised losses from trust capital account	84	264
Transfer of unrealised (gains to) trust capital account	(4,943)	(3,402)
	<u>-</u>	<u>-</u>

Signed on behalf of the Trustee:

*RS Neill*

*HJ Saville*

Date:

19 October 2011

The Representative Church Body – Report 2012

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

**BALANCE SHEET AS AT 30 JUNE 2011**

	30-Jun-11 £	30-Jun-10 £
<b>Investments</b>	34,595	29,417
<b>Current assets</b>		
Debtors	1,605	1,096
Cash at bank	-	3
	1,605	1,099
<b>Current liabilities</b>		
Creditors (amounts falling due within 1 year)	6	8
<b>Net current assets</b>	1,599	1,091
<b>Total fund net assets</b>	36,194	30,508
<b>Trust capital fund</b>	36,194	30,508

Signed on behalf of the Trustee:

*RS Neill*  
*HJ Saville*

Date:

19 October 2011

The Representative Church Body – Report 2012

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

	30-Jun-11 £	30-Jun-10 £
Net income	1,442	1,389
Net gains on investment activities	4,859	3,138
<b>Total return for the financial year</b>	<u>6,301</u>	<u>4,527</u>
Distributions	(1,460)	(1,427)
Proceeds from units issued	1,539	1,772
Cost of units redeemed	(694)	(114)
<b>Net increase in net assets from unit transactions</b>	5,686	4,758
<b>Net assets</b>		
At beginning of year	30,508	25,750
At end of year	<u><u>36,194</u></u>	<u><u>30,508</u></u>

Signed on behalf of the Trustee:

*RS Neill*  
*HJ Saville*

Date:

19 October 2011

## APPENDIX E

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

#### STATEMENT OF INVESTMENT POLICY PRINCIPLES FOR IN-HOUSE FUNDS (2011)

##### 1. Introduction

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

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

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

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

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



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

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

#### a) The Trustee

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

#### b) The Investment Committee

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

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

## The Representative Church Body – Report 2012

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

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

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

The Manager's responsibilities include:

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

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

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

The Administrator reports directly to the IC.

The Administrator will:

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

## The Representative Church Body – Report 2012

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

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

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

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

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

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

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

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

Investment guidelines are based on a long term investment horizon.

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

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

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

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

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

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

## The Representative Church Body – Report 2012

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

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

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

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

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

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

10 November 2011

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

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

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**APPENDIX F**

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

**REPORT ON THE CLERGY PENSIONS FUND  
FOR THE  
YEAR ENDED 31 DECEMBER 2011**

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**THE TRUSTEE AND ITS ADVISORS**

<b>Trustee</b>	The Church of Ireland Clergy Pensions Trustee Limited
<b>Registered Office</b>	Church of Ireland House, Church Avenue, Rathmines, Dublin 6 Tel 01-4978422 Fax 01-4978821 Email pensionstrustee@rcbdub.org Web www.ireland.anglican.org/clergypensions Company Registered in Ireland No 492302
<b>Trustee Directors</b>	<i>Nominated by the RCB Executive Committee</i> Mr Geoffrey Perrin Mr Terence Forsyth Mr John Wallace  <i>Nominated by the Church of Ireland Pensions Board</i> Rt Rev Paul Colton Mr Bruce Maxwell (Chairman)
<b>Company Secretary</b>	Mr Denis Reardon, Chief Officer and Secretary, Representative Church Body
<b>Fund Management and Advisory</b>	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
<b>Investment Managers</b>	Irish Life Investment Managers, Beresford Court, Dublin 1
<b>Investment Custodians</b>	Citibank, 1 North Wall Quay, Dublin 1
<b>Scheme Actuary</b>	Mr Paul McMahon FSAI, Mercer, Charlotte House, Charlemont Street, Dublin 2
<b>Consulting Actuaries</b>	Mercer Actuarial Services, Charlotte House, Charlemont Street, Dublin 2
<b>Auditors</b>	PricewaterhouseCoopers, Chartered Accountants and Registered Auditors, Spencer Dock, Dublin 1
<b>Solicitor</b>	Mr Mark McWha, Senior Solicitor, Representative Church Body
<b>Bankers</b>	Bank of Ireland, College Green, Dublin 2 Bank of Ireland, Talbot Street, Dublin 1
<b>Sponsor</b>	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
<b>Registered Administrator</b>	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
<b>Enquiries</b>	The Company Secretary, Church of Ireland Clergy Pensions Trustee Limited, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

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



## CHAIRMAN'S STATEMENT

This report relates to the Church of Ireland Clergy Pensions Fund for the year ended 31 December 2011 and is intended to give all the essential information on the financial position of the Fund, its investment performance over the year and other relevant matters that occurred during the year.

**The new Trustee Company** - A new Trustee company was formed during 2010 to act as Trustee to the Fund with effect from 1 January 2011. The Directors of the Trustee Company were nominated by the RCB Executive Committee and the Church of Ireland Pensions Board. My fellow Directors elected me as Chairman of the Board, a role which I aim to fulfil to the best of my abilities.

Individual trustees are required to undergo training for their role and each Director duly completed the training within months of being appointed. Following this, we spent some time identifying which Trustee duties are best handled by the bodies already in situ within the RCB structures, and which matters have to be handled by the Trustee Company itself. We identified the duties which will be best managed by the RCB administration department, the Church of Ireland Pensions Board and the RCB Investment Committee. I am pleased to report that each of these bodies willingly accepted the duties delegated to them and each is establishing the appropriate method to report to the Trustee on their duties. The ultimate responsibility for all of the delegated duties rests with the Trustee. A report to the Trustee from the Church of Ireland Pensions Board (the "Board") which covers the duties taken on by the Board can be found in Annex 1 to this report (page 145). The relationship between the Trustee and the Board is a very positive one and I am confident that the Fund will continue to be administered efficiently and effectively. I wish to thank the Board, the Investment Committee and the RCB administration department for their work on behalf of the Fund during the past year.

**The performance of the Fund in 2011** - During the year the total Fund assets increased by €0.4m to €108.2m at 31 December 2011. There was a negative return on assets of -2.0% but this was offset by the additional tranche of €5m injected into the Fund by the Representative Church Body in its capacity as Sponsor, as agreed by Synod 2010. Further details on the Fund investment performance are set out in the report (page 127).

**Investment Strategy** - During 2012 the Trustee intends to review with the Sponsor the current investment strategy being pursued by the Fund, taking particular note of the ageing profile of the members and the large numbers of pensioners relative to active members. The membership details for the Fund are shown in the report on page 147.

**The Pensions Levy** - The Fund was hit by the new levy on the assets of Defined Benefit pension plans introduced by the Irish government in 2011. This levy, calculated as 0.6% of Fund assets, was applied to the value of the assets of the Fund attributable to Republic of Ireland members. The Trustee and the Sponsor are monitoring the impact the levy is having on the Fund. This issue will be addressed in the context of the funding strategy to be adopted for the Fund, both for minimum funding standard purposes and the on-going regular funding valuation.

**The Solvency of the Fund** - The Fund has been in a difficult financial position for some years now and previous reports have outlined the continuing efforts made to address the deficit in the Fund. New proposals to address the funding situation were being developed by the Sponsor in 2010 and 2011, and certain proposals were implemented following General Synod 2010. However, a Funding Proposal has yet to be submitted to *An Bord Pinsean* as the new regulations on minimum funding standards for defined benefit schemes have not yet been issued. The Fund Sponsor is continuing to explore various possibilities to address the problem and the Trustee has been kept informed about this work.

The Trustee met with representatives of the Sponsor and the Actuary in January 2012, where lengthy discussions took place on the financial position of the Fund. The Trustee understands that that the Sponsor is seeking to maintain the defined benefit scheme, at least for current members, while recognising that this has to be affordable to all the contributors, including the members. The Trustee will continue its liaison with the Sponsor and the Actuary during the coming year, to enable the Trustee to consider the changes in benefits being proposed in the context of the members' interests and the interest of the long-term sustainability of the Fund. The Trustee will be involved with the Sponsor and Actuary when the new rules for the minimum funding standard are eventually published, as at that stage, a Funding Proposal identifying how the solvency of the Fund will be restored will have to be developed and submitted to *An Bord Pinsean*. The Trustee will also play its part in the regular triennial actuarial review of the Fund, due to be prepared as of 30 September 2012.

I take this opportunity to thank my fellow Director trustees and the Secretary of the Fund and the staff in Church House for their dedication and hard work during the past year.

*BN Maxwell*  
Chairman  
12 March 2012

## **INTRODUCTION**

The Trustee presents the annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2011. The purpose of this report is to communicate with members of the Fund on the operation of the Fund and its financial position, to report to the Representative Church Body in its capacity as sole member of the Trustee, and to report to the General Synod in accordance with Section 12 (1) (o) of Chapter XIV of the *Constitution of the Church of Ireland*. The report covers the main areas of Fund activity including financial statements, actuarial and investment management, and also looks at developments during the year. The content of this report conforms to the Occupational Pensions Schemes (Disclosure of Information) Regulations, 2006 prescribed by the Minister for Social Protection under the Pensions Act 1990.

## **CONSTITUTION OF THE FUND**

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

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

## **THE TRUSTEE**

The Church of Ireland Clergy Pensions Trustee Limited is the sole Trustee of the Church of Ireland Clergy Pensions Fund and is responsible for the stewardship of the Fund assets in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland* (the Trust Deed and Rules of the Fund). The powers and duties of the Trustee are set out in section 12(1) of Chapter XIV. In accordance with the provisions of Chapter XIV certain duties have been delegated by the Trustee to the Representative Church Body, the Church of Ireland Pensions Board and the RB Investment Committee. The Statement of the Trustee’s Responsibilities in relation to the financial statements is set out on page 133.

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

## **MEMBERSHIP**

The Fund is relatively mature in relation to the composition of active (contributing) members and pensioners. At 31 December 2011 there were 457 active members (2010: 477) and 267 pensioners (2010: 250). In addition there were 208 surviving spouses on pension (2010: 212) and 105 members with entitlement to deferred benefits (2010: 98).

The age profile of contributing members shows 13% under age 40 years and 28% over age 50 years.

The Fund is open to new members.

Detailed figures on the membership of the Fund are reported by the Church of Ireland Pensions Board in Annex 1 to this report (see page 147).

## **BENEFITS**

During the year €6.7m was paid out in pension benefits, compared with €6.5m the previous year. A breakdown of these figures is included in the report of the Church of Ireland Pensions Board in Annex 1 to this report (see page 145).

**Discretionary increases to pensions in payment** – in accordance with the Rules of the scheme, annual discretionary increases to pensions in payment are permitted up to a maximum of 5% as the Trustee on the advice of the Actuary and with the approval of the RCB may determine. Due to the financial state of the Fund no discretionary increases in pensions in payment have been applied since 2009 and this remains the position for 2012.

**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 2011 was 5.6%; accordingly, on 1 January 2012 under (i) above a 5% 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.

**Deferred pensions** – deferred pensions are revalued in accordance with the relevant statutory provisions.

## **PENSIONABLE STIPEND**

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

It was agreed by the Standing Committee in September 2011 that Pensionable Stipend levels with effect from 1 January 2012 should remain unchanged from 2011 at £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland.

## MANAGEMENT AND ADMINISTRATION OF THE FUND

The Representative Church Body was appointed by the Trustee as the Registered Administrator for the Fund. The duties of a registered administrator include preparing the Trustee Annual Report and Accounts, which should include at least the specific information set out in the regulations to the Pensions Act, and providing annual benefit statements to members. In addition to this, the RCB provides administration relating to investments, benefits and accounting controls.

The Church of Ireland Pensions Board also carries out certain duties relating to the administration of the Fund as delegated to the Board by the Trustee in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland*. A report from the Board is included in Annex 1 to this report (page 145).

Actuarial advice is provided by Mercer Actuarial Services, Dublin. Investment management is undertaken by external investment managers in accordance with a formal fund management agreement. The costs in relation to administration, administrative actuarial advice and investment management are charged to the Fund.

## STATEMENT OF RISK

Under law, the Trustee is required to describe the condition of the Fund and the risks associated with the Fund, and disclose these to members. The full risk statement can be found in Annex 2 to this report (page 152).

The Fund operates on a “defined benefit” basis. The risks in such an arrangement are generally classified as financial or operational. In any defined benefit arrangement, the main risk is that there will be a shortfall in the assets (for whatever reason) and the Sponsor will not be willing or able to pay the necessary contributions to make up the shortfall. If that occurs, members may not receive their anticipated benefit entitlements. Some of the reasons why a shortfall could occur are set out in the full document.

Another risk is that the Sponsor may for some reason decide to cease its liability to contribute to the Fund. In this event, the Fund may be wound up, future accrual of benefits may cease and accrued entitlements would be discharged from the available assets (which may or may not be sufficient to discharge member benefit expectations, as outlined above). In accordance with Section 10 of Chapter XIV of the *Constitution of the Church of Ireland* it would require a decision to be taken at the General Synod for the Fund to be wound up.

Various actions have been taken by the Trustee to mitigate the risks. Professional investment managers have been appointed to manage the Fund assets, which are invested in a range of diversified assets. There is regular monitoring of how these investments are performing. An actuarial valuation of the Fund is carried out at least every three years to assess the financial condition of the Fund and determine the rate of contributions required to meet the future liabilities of the Fund. In addition, an annual review of the solvency position of the Fund is carried out on the assumption that it is wound up at that time. If the Fund is found to be insolvent on this basis, the Trustee and the Sponsor are required to complete a funding proposal for submission to *An Bord Pinsean*, with the objective of returning the Fund to solvency.

## The Representative Church Body – Report 2012

The Trustee is satisfied that it is taking all reasonable steps, including the appointment of experienced professional advisers and administrators, to protect the members of the Fund from the effects of these risks. However, it is not possible to guard against every eventuality, and it is necessary to take some investment risk and other risks in order to manage the affordability of the Plan benefits and the capacity of the Sponsor to meet this commitment.

### **FINANCIAL POSITION OF THE FUND**

Having allowed for benefits paid and contributions received, the Fund increased in value by 0.4% in the year to 31 December 2011, growing from €107.8m to €108.2m. The increase was due to the extra contributions made, as investment performance was a loss of €2.0m.

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 last actuarial valuation of the Fund was carried out as at 30 September 2009. Based on the valuation, the Actuary reported that, in common with many defined benefit schemes at this time, the Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act.

The Actuary is required annually to produce a certificate commenting on the status of the funding of the Fund. The Actuarial Certificate at 31 December 2011 states that the Actuary is not satisfied that as at 31 December 2011 the Fund would have met the Minimum Funding Standard under Section 44 of the Pensions Act.

A copy of the Actuarial Funding Certificate as submitted to *An Bord Pinsean* is included as Annex 3 to this report (page 154) and a copy of the Actuarial Certificate as at 31 December 2011 is included as Annex 4 (page 156).

As mentioned in the Chairman's Statement, the Sponsor is developing proposals to address the deficit in the Fund. The Trustee will liaise with the Sponsor in this regard during 2012.

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

The Trustee in late 2011 received correspondence from the RCB Executive Committee indicating that the Executive had considered the funding of the four year government levy on pension schemes in the Republic of Ireland and had agreed that no funding decision be taken specific to the impact of the levy, but that such impact be considered together with all of the other influences on funding, including the resolution of the current Minimum Funding Standard deficit. The Sponsor confirmed that this proposed course of action had been discussed with the Actuary, who had stated that he did not have a difficulty with the proposal. The Sponsor intended that the levy charge in respect of the year 2011 should be absorbed by the Clergy Pensions Fund but no similar commitment was made in relation to any subsequent years.

The Trustee is monitoring the situation to assess the implications of the reduction in the Fund's assets due to the levy, in the context of proposals being prepared by the Sponsor to address the overall deficit in the Fund.

## **INVESTMENT APPROACH**

The investment objectives for the Fund 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 Fund.

A Statement of Investment Policy Principles (SIPP) sets out the investment policy for the management of the assets of the Fund. A copy of the existing SIPP, as adopted by the Representative Church Body prior to the change in trusteeship, is included as Annex 5 to this report (page 157). The existing Statement has been formally noted by the Trustee and will be reviewed in 2012 with particular focus on the strategic asset allocation. As part of the review the Trustee will take expert investment and actuarial advice and consult the Sponsor.

Investment management of the equity and fixed interest elements of the Clergy Pensions Fund was transferred to Irish Life Investment Managers with effect from 24 January 2008. Property and Venture Capital investments continue to be managed by other managers. The asset distribution at 31 December 2011 is shown on page 128.

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

The RCB Investment Committee annually reviews social, environmental and ethical issues with the investment manager(s) for the selection, retention and realisation of all the investments of the Representative Church Body. In 2011 the RCB Investment Committee monitored and carried out its annual SRI assessment of individual stock holdings within the various portfolios and excluded stocks where it was deemed appropriate.

In December 2011 the Investment Committee reported to the Representative Church Body that it was satisfied that the investment managers are sensitive to the Church's concerns and expectations with regard to ethical and socially responsible investment. The report is included as Appendix C to the report of the Representative Church Body (*Church of Ireland General Synod Reports 2012*, page 91).

## **INVESTMENT REPORT**

### **Investment Performance**

A report from the Investment Manager, including a review of investment markets in 2011 and expectations for 2012, is included in Annex 6 to this report (page 162). The equities and fixed interest bonds in the Fund are managed by Irish Life Investment Managers on an indexed (passive) basis replicating the performance of a particular index. Certain equities are excluded on socially responsible investing (SRI) grounds.

The composite return for the equity and bonds funds for the 12 months to 31 December 2011 was -2.0% (2010: +11.4%, 2009: +26.1%). The 2011 return compared with a benchmark return of -1.4%. The investment return needs to be in the region of +5.25% to meet the assumptions made in the actuarial valuation basis that determines the long term funding rate.

The Representative Church Body – Report 2012

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

<b>Asset Valuation</b>	<b>31 Dec 2011</b>	<b>31 Dec 2010</b>
	€000	€000
ILIM Irish Fund	50,273	51,901
ILIM UK Fund	49,831	52,764
Property / Venture Capital	3,071	3,084
Cash	5,053	-
	<b>108,228</b>	<b>107,749</b>

<b>Asset Distribution</b>	<b>Country</b>	<b>31 Dec 2011</b>	<b>31 Dec 2010</b>
		%	%
Equity	Europe	32.0	37.2
	UK	31.7	33.3
	US / Rest of World	11.4	11.3
<b>Equity Total</b>		<b>75.1</b>	<b>81.8</b>
Fixed Interest	Europe	8.4	8.2
	UK	9.1	7.2
<b>Fixed Interest Total</b>		<b>17.4</b>	<b>15.4</b>
<b>Property Total</b>		<b>2.7</b>	<b>2.7</b>
<b>Venture Capital Total</b>		<b>0.2</b>	<b>0.1</b>
<b>Cash</b>		<b>4.6</b>	<b>0.0</b>
<b>Grand Total</b>		<b>100.0%</b>	<b>100.0%</b>

### Custody of Investment Assets

Citibank was the custodian of the unit-linked funds held by Irish Life Investment Managers (ILIM) for the Clergy Pensions Fund for the year ended 31 December 2011. In addition to the records maintained by the custodians, ILIM maintains its own records of securities. Both sets of records are reconciled regularly. The custodian has produced a report on its internal controls in accordance with SAS 70. The securities are held beneficially in the name of Irish Life Assurance plc on behalf of the Trustee of the Fund.

### INTERNAL DISPUTE RESOLUTION

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



## The Representative Church Body – Report 2012

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

A copy of the IDR Procedure is included as Annex 7 to this report (page 165).

### **MEMBER INFORMATION**

An Explanatory Booklet, designed to give a broad outline of the Fund and the benefits provided, is available to any member on request from the Pensions Administration Manager.

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

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

### **FURTHER INFORMATION**

Queries about the Fund generally, or about individual members’ entitlements should be directed to The Pensions Administration Manager, Church of Ireland House, Church Avenue, Rathmines, Dublin 6 (email [pensions@rcbdub.org](mailto:pensions@rcbdub.org), tel +353-(0)1-4125630).

Copies of Chapter XIV of the *Constitution of the Church of Ireland*, which constitutes the Trust Deed and Rules, can be obtained online at [www.ireland.anglican.org/clergypensions](http://www.ireland.anglican.org/clergypensions) or from the Pensions Administration Manager.

On behalf of the Trustee

*BN Maxwell*

Chairman

The Church of Ireland Clergy Pensions Trustee Limited

12 March 2012

### **FINANCIAL STATEMENTS**

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

The Representative Church Body – Report 2012

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**FINANCIAL STATEMENTS – PAGE 1**

**YEAR ENDED 31 DECEMBER 2011**

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**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**TRUSTEE AND ADVISORS AND OTHER INFORMATION**

**PAGE 3**

**Trustee**

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

**Actuaries**

Mercer Actuarial Services  
Charlotte House  
Charlemont Street  
Dublin 2

**Auditors**

PricewaterhouseCoopers  
Chartered Accountants and Registered Auditors  
Spencer Dock  
Dublin 1

**Investment Managers**

Irish Life Investment Managers  
Beresford Court  
Dublin 1

**Sponsor**

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

**Solicitors**

Mr Mark McWha  
Senior Solicitor  
The Representative Church Body

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**STATEMENT OF THE TRUSTEE'S RESPONSIBILITIES**

**PAGE 4**

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

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

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

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

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

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

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

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



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

We have audited the financial statements on pages 6 to 14. These financial statements have been prepared under the accounting policies set out in the statement of accounting policies on page 6 and 7.

**Respective responsibilities of trustee and auditors**

As described in the statement of the trustee's responsibilities on page 4, 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, the investment manager's report, the actuarial funding certificate, and the actuary's further statement. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements.

**Basis of opinion**

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



**Independent Auditors' Report to the members of Church of Ireland Clergy Pensions Trustee Limited - 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 2011, 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 2011 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**

13 March 2012

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**ACCOUNTING POLICIES**

**PAGE 6**

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

(i) Basis of preparation

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

(ii) Investments

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

(iii) Investment Income

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

(iv) Financial Risk

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

(v) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into Euro at the rate of exchange ruling at the year end. (2011 €1 = £0.8353; 2010 €1 = £0.8607).

(vi) Benefits

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



**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**ACCOUNTING POLICIES (CONTINUED)**

**PAGE 7**

(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.

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 the Trustee has agreed to accept the liability in advance of receipt of funds on an accruals basis from the date of the agreement.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**FUND ACCOUNT** **YEAR ENDED 31 DECEMBER 2011**  
**FINANCIAL STATEMENTS** **PAGE 8**

**CONSOLIDATED FUND**

	Notes	2011 €000	2010 €000
<b>CONTRIBUTIONS AND OTHER RECEIPTS</b>			
Contributions receivable	3	5,390	5,221
Special contribution	4	5,000	5,000
		----- 10,390	----- 10,221
 <b>BENEFITS AND OTHER PAYMENTS</b>			
Benefits payable	5	7,433	6,887
Administrative expenses		158	154
Pension Levy		320	-
		----- 7,911	----- 7,041
		-----	-----
<b>NET ADDITIONS</b>		2,479	3,180
		-----	-----
<b>RETURNS ON INVESTMENTS</b>			
Investment income	6	51	27
Realised and unrealised investment (losses)/gains		(2,040)	10,719
Currency translation adjustment		47	(32)
Investment management expenses		(71)	(66)
<b>NET RETURNS ON INVESTMENTS</b>		----- (2,013)	----- 10,648
		-----	-----
<b>NET INCREASE IN FUND FOR YEAR</b>		466	13,828
<b>BALANCE 1 JANUARY</b>		107,817	93,989
<b>BALANCE 31 DECEMBER</b>		----- 108,283	----- 107,817
		-----	-----

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

*Signed on behalf of the Trustee:* *BN Maxwell*  
*DG Perrin*

*Date:* *12 March 2012*

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**STATEMENT OF NET ASSETS**

**YEAR ENDED 31 DECEMBER 2011**

**FINANCIAL STATEMENTS**

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**CONSOLIDATED FUND**

	Notes	2011	2010
		€000	€000
INVESTMENT ASSETS	7	108,228	107,749
CURRENT ASSETS			
Amounts due from the Representative Church Body		68	152
CURRENT LIABILITIES			
Creditors		(13)	(84)
NET CURRENT ASSETS		55	68
NET ASSETS		<u>108,283</u>	<u>107,817</u>

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 other benefits which fall due after the end of the Fund year. The actuarial position of the Fund, which does take account of such obligations, is dealt with in the Trustee's report, the actuarial funding certificate and the actuary's annual certificate within this report, and these accounts should be read in conjunction with them.

*Signed on behalf of the Trustee:*      *BN Maxwell*  
   *DG Perrin*

*Date:*    *12 March 2012*

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS**

**FINANCIAL STATEMENTS**

**PAGE 10**

**1. FUND STATUS**

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

**2. FORMAT OF THE FINANCIAL STATEMENTS**

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

**3. SUMMARY OF CONTRIBUTIONS RECEIVABLE**

	2011 €000	2010 €000
Members – normal	1,239	1,069
– additional personal	181	226
Dioceses	3,080	2,764
Representative Church Body	890	1,155
Transfers from other funds	-	7
Total	----- 5,390 -----	----- 5,221 -----

The value of Northern Ireland contributions in Sterling is £2.387m (2010: £2.187m) and translated to Euro at the year end rate of 0.8353 (2010: 0.8607).

The value of Republic of Ireland contributions is €2.532m (2010: €2.680m).

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS – CONTINUED**

**FINANCIAL STATEMENTS**

**PAGE 11**

**4. SPECIAL CONTRIBUTION**

As part of a funding proposal which was presented to General Synod in 2010 the Representative Church Body during 2011 made a second capital transfer of €5m to the Clergy Pensions Fund.

**5. BENEFITS PAYABLE**

	2011 €000	2010 €000
Pensions to retired bishops and clergy	4,092	3,958
Pensions to surviving spouses and orphans	2,622	2,579
Commutation of pensions	541	205
Death benefits	178	145
Total	7,433	6,887

The cost of Northern Ireland benefits in Sterling is £3.375m (2010: £3.193m) and translated to Euro at the year end rate of 0.8353 (2010: 0.8607).

The cost of Republic of Ireland benefits in Euro is €3.393m (2010: €3.177m). This cost excludes administration charge and the pension levy.

**6. ANALYSIS OF INVESTMENT INCOME**

	2011 €000	2010 €000
Miscellaneous trust income	36	18
Interest	15	9
	51	27

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

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS – CONTINUED**

**FINANCIAL STATEMENTS**

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**7. (a) INVESTMENT ASSETS**

	<b>Market Value 2011</b>	<b>Market Value 2010</b>
	€000	€000
<b>Equities</b>		
UK	34,266	35,852
Europe ex UK	34,676	40,098
Global	12,283	12,160
<b>Bonds</b>		
European	9,080	8,801
UK	9,800	7,754
	----- 100,105 -----	----- 104,665 -----
<b>Other</b>		
Irish Property Unit Trust	177	202
New Ireland Pension Property Series 1	2,715	2,706
New Ireland Venture Capital	178	176
Cash on Deposit	5,053	-
	----- 8,123 -----	----- 3,084 -----
<b>TOTAL</b>	----- 108,228 -----	----- 107,749 -----

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

As at 31 December 2011, the indices and the percentage of the fund, excluding property unit trusts and cash, invested in these was as follows:

<b>Indices</b>	<b>Weighting 2011</b>	<b>Weighting 2010</b>
FTSE All World Series Developed		
Europe Ex UK	34.6%	38.3%
FTSE All World Series UK	34.2%	34.2%
S&P Global 100	12.3%	11.7%
Merrill Lynch EMU Govt > 10 Year	9.1%	8.4%
Merrill Lynch UK Govt > 10 Year	9.8%	7.4%

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS – CONTINUED**

**FINANCIAL STATEMENTS**

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**8. CONTINGENT LIABILITIES**

As stated in the accounting policies on page 6 of the Financial Statements, liabilities to pay pensions and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2011.

**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 PARTY TRANSACTIONS**

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

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

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**11. SUB DIVISIONS**

<b>REPUBLIC OF IRELAND</b>	<b>2011</b>	<b>2010</b>
	<b>€000</b>	<b>€000</b>
Contributions	2,532	2,680
Special contribution	2,485	2,484
Net benefits and other payments	(3,871)	(3,330)
Net transfer between sub divisions	489	(430)
	-----	-----
Net additions	1,635	1,404
Net returns on investments	(819)	5,321
Balance 1 January	53,564	46,839
	-----	-----
	<u>54,380</u>	<u>53,564</u>
	=====	=====
<b>NORTHERN IRELAND</b>		
Contributions	2,858	2,541
Special contribution	2,515	2,516
Net benefits and other payments	(4,040)	(3,711)
Net transfer between sub divisions	(489)	430
	-----	-----
Net additions	844	1,776
Net returns on investments	(1,194)	5,327
Balance 1 January	54,253	47,150
	-----	-----
	<u>53,903</u>	<u>54,253</u>
	=====	=====
<b>CONSOLIDATED FUND</b>		
Contributions	5,390	5,221
Special contribution	5,000	5,000
Net benefits and other payments	(7,911)	(7,041)
	-----	-----
Net additions	2,479	3,180
Net returns on investments	(2,013)	10,648
Balance 1 January	107,817	93,989
	-----	-----
	<u>108,283</u>	<u>107,817</u>
	=====	=====

**12. APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved by the Trustee on 12 March 2012.



ANNEX 1

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

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

There were six meetings of the Board in 2011.

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

Most Revd Dr John Neill (retired 31 January 2011)	(1)
Right Revd Paul Colton	(5)
Right Revd John McDowell (elected by House of Bishops November 2011)	(1)

***Elected by the General Synod***

Ven Donald McLean	(5)
Canon Lady Sheil	(6)
Revd Ted Woods	(6)
Mr William Oliver	(4)
Mrs Cynthia Cherry (elected January 2011)	(3)

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

Mrs Judith Peters	(3)
Mr Robert Willis (retired November 2011)	(4)
Mr Terence Forsyth	(4)
Mr Geoffrey Perrin	(5)
Revd John McDowell (elected by House of Bishops November 2011)	(4)

**Chairperson** – Canon Lady Sheil

**Vice-Chairperson** – Mr Terence Forsyth

**Honorary Secretary** – Ven Donald McLean

**Honorary Consultant** – Canon Barry Deane

**Assistant Secretary** – Mr Philip Talbot (retired 31 August 2011)

**Pensions Administration Manager** – Mr Peter Connor

***Grants Committee***

Canon Lady Sheil      Ven Donald McLean      Mrs Judith Peters

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Church Avenue  
Rathmines  
Dublin 6

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Email pensions@rcbdub.org

## **1. INTRODUCTION**

In accordance with section 12(3) of Chapter XIV of the *Constitution of the Church of Ireland* the Trustee has delegated to the Church of Ireland Pensions Board (“the Board”) certain of the duties as set out in section 12(1) of the said Chapter including those relating to membership, contributions and benefits. This report summarises statistical data in relation to those matters.

The Report of the Church of Ireland Pensions Board on other funds administered by it, as delegated by the Representative Church Body (RCB), is found in Appendix G to the Report of the RCB (*Church of Ireland General Synod Reports 2012*, page 169).

## **2. MEMBERSHIP OF THE BOARD**

The Board continues to be elected triennially in accordance with Section 15 of Chapter XIV.

The Standing Committee, at its meeting on 25 January 2011, elected Mrs Cynthia Cherry as a member of the Board.

The Right Rev John McDowell was elected as a representative of the House of Bishops on the Board in September 2011 having previously been elected as a member of the Board by the Representative Church Body.

Mr Robert Willis retired from the Board in November. The Board expresses sincere thanks to Mr Willis for his substantial contribution to the work of the Board since his election in 1990.

## **3. MEMBERSHIP OF THE FUND**

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

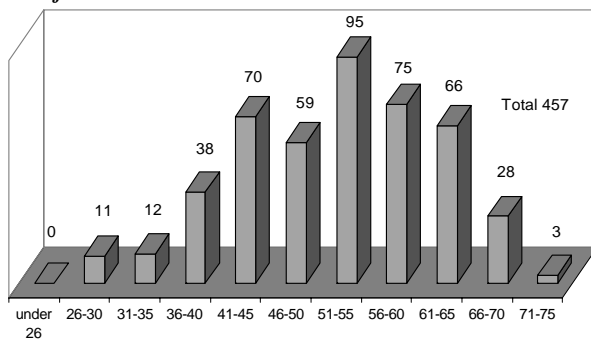
It should be noted that the number of ‘active’ clergy who retired on pension in 2011 (25) is more than double the total of those who retired the previous year (10 in 2010; 13 in 2009).

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	Active members	Deferred members	Pensioners	Spouses on pension
At 1 January 2011	477	98	250	212
New entrants	17			
Leavers with deferred benefits	(11)	11		
Leavers taking benefits elsewhere	(0)	(0)		
Deaths before retirement	(1)	(0)		
Retirements on pension	(25)	(4)	29	
Deaths on pensions			(12)	(11)
New spouses pensions				7
At 31 December 2011	457	105	267	208 <sup>1</sup>

In addition there were 8 child dependency allowances in payment at 31 December 2011 (7 at 31 December 2010).

### *Age distribution of active members*



Age	under 26	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	Total
Clergy	0	11	12	38	70	59	95	75	66	28	3	457

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

<sup>1</sup> The total of 208 includes 14 widows of members who either retired or died before 1976 and 11 widows of voluntary members.

#### 4. PENSIONS IN PAYMENT

The annual rates of pensions etc in payment at 1 January 2012 are:

	€		£
Clergy	1,636,076	and	2,105,951
Surviving spouses and orphans	1,320,256	and	1,025,916
	-----	and	-----
	2,956,332		3,131,867
	-----		-----

The total annual rate of pensions in payment translated to euro at the year end exchange rate of 0.8353 is €6,705,724.

#### 5. CONTRIBUTIONS

**Contribution Rate** – the Members and Dioceses/Parishes annual total contribution rate (which is made up of a contribution to meet the deficit in respect of past service and to meet future service funding) was increased from 26% to 30% of the Pensionable Stipends with effect from 1 January 2011. This figure is made up of:

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

**Contribution from central funds for 2011** – a second transfer by the Representative Church Body of €5m took place in 2011 in accordance with the draft Funding Proposal reported to General Synod in 2010. In addition a contribution from central funds amounting to €890,000 was made during the year in accordance with Section 38 of Chapter XIV of the *Constitution*.

#### 6. LUMP SUM BENEFITS

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

On death in service or within 5 years following retirement;

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

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

---

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

## The Representative Church Body – Report 2012

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 2011 lump sums totalling €418,896 and £280,830 became payable under the above headings in respect of 20 members as follows:

Died in service (1); died within 5 years following retirement (2); paid before NRA (0); paid at NRA (0); paid on retirement (16); deferred pension (1).

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

The Board has compiled a guide towards external sources of information and help to assist chaplains who support retired clergy and surviving spouses. A copy of the guide is available on request from the Pensions Administration Manager (Email [pensions@rcbdub.org](mailto:pensions@rcbdub.org)).

### **8. ADDITIONAL PERSONAL CONTRIBUTIONS (APCs)**

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

At present 103 members have made, or are making, contributions to the APC Scheme.

Copies of the Regulations and explanatory memorandum in relation to APCs may be obtained on request from the Pensions Administration Manager.

### **9. ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCS)**

Members of the Church of Ireland Clergy Pensions Fund are permitted to make Additional Voluntary Contributions (AVC) which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities.

Copies of the Regulations and explanatory memorandum in relation to AVCs may be obtained on request from the Pensions Administration Manager.

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(i) Membership of the AVC Fund as at 31 December 2011

	Membership 31/12/10	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/11
RI	29	0	0	0	3	26
NI	6	0	0	0	0	6
Total	---	---	---	---	---	---
	35	0	0	0	3	32
Previous Year	36	0	0	0	1	35

Three members ceased making contributions. The average annual contribution at the end of 2011 was (RI) €3,963 and (NI) £630. Standard Life, provider of the AVC facility, has closed the “Cash Pension Fund” for new contributors. Contributions may be invested with Standard Life in the “Managed Pension Fund”, the “With Profits Pension Fund”, the “Euro Global Liquidity Fund” or the “Pension Fixed Interest Fund”, as appropriate, of the Tower Pension Series for those contributors who reside in the Republic of Ireland or the Castle Pension Series for those contributors who reside in Northern Ireland.

(ii) AVC Fund Statement of Contributions

	2011 €000	2010 €000
Contributions received	100	105
Less paid on retirement or death	(47)	(5)
Less commuted to pension	-	-
	<hr/> 53	<hr/> 100
Balance 1 January	670	567
Currency Translation Adjustment	3	3
Balance 31 December	<hr/> 726	<hr/> 670

**NOTES**

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

## The Representative Church Body – Report 2012

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 2011 €1 = £0.8353 (2010 €1 = £0.8607)

### **ACCOUNTANTS' REPORT**

The Representative Church Body is responsible for preparing the Fund Statement for the year ended 31 December 2011. 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 2012

### **10. ASSISTANT SECRETARY TO THE BOARD**

Mr Philip Talbot retired from the staff of the Representative Church Body after forty-four years service, eight of which included the role of Assistant Secretary to the Board. The Board wishes to record its thanks and appreciation to Mr Talbot for his diligent work and guidance as Assistant to the Board since his appointment in 2003.

Mr Peter Connor has assumed the role of Pensions Administration Manager under which one of his duties will be to act as Assistant Secretary to the Board.

**ANNEX 2**

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

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

The Fund operates on a “defined benefit” basis. The risks in such an arrangement are generally classified as financial or operational. In any defined benefit arrangement, the main risk is that there will be a shortfall in the assets (for whatever reason) and the employer/sponsor will not be willing or able to pay the necessary contributions to make up the shortfall. If that occurs, members may not receive their anticipated benefit entitlements. Some of the reasons why a shortfall could occur are as follows (this list may not be exhaustive):

- The assets of the pension fund may grow more slowly than expected, or even fall in value, depending on the performance of underlying markets and the securities chosen.
- Similarly, the liabilities may grow faster than expected due to higher salary or pension increases, or due to unfavourable movements in interest rates, or due to mortality and other elements of the fund’s experience varying from the assumptions made.
- The administration of the fund may fail to meet acceptable standards. The fund could fall out of statutory compliance, the fund could fall victim to fraud or negligence, or the benefits communicated to members could differ from the liabilities valued by the Actuary.

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

Another risk is that the employer/sponsor may for some reason decide to cease its liability to contribute to the pension fund. In this event, the fund may be wound up, future accrual of benefits may cease and accrued entitlements would be discharged from the available assets (which may or may not be sufficient to discharge member benefit expectations, as outlined above). In accordance with Section 10 of Chapter XIV of the *Constitution of the Church of Ireland* it would require a decision to be taken at the General Synod for the Fund to be wound up. If assets are insufficient to meet benefits due, the law specifies that pensioners have first call on the assets of the pension fund before benefits can be paid to those who have yet to reach normal retirement age.

Various actions have been taken by the Trustee to mitigate the risks. Professional investment managers have been appointed to manage the Clergy Pension Fund assets, which are invested in a range of diversified assets. There is regular monitoring of how these investments are performing. An actuarial valuation of the Fund is carried out at



## The Representative Church Body – Report 2012

least every three years to assess the financial condition of the Fund and determine the rate of contributions required to meet the future liabilities of the Fund. In addition, an annual review of the solvency position of the Fund is carried out on the assumption that it is wound up at that time. If the Fund is found to be insolvent on this basis, the Trustee and the employer/sponsor are required to complete a funding proposal for submission to the Irish Pensions Board, with the objective of returning the Fund to solvency.

The Trustee is satisfied that it is taking all reasonable steps, including the appointment of experienced professional advisers and administrators, to protect the members of the Fund from the effects of these risks. However, it is not possible to guard against every eventuality, and it is necessary to take some investment risk and other risks in order to manage the affordability of the Plan benefits and the capacity of the employer/sponsor to meet this commitment.

ANNEX 3

ACTUARIAL FUNDING CERTIFICATE



An Bord Pinsean -  
The Pensions Board

SCHEDULE BC

Article 4

ACTUARIAL FUNDING CERTIFICATE

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

SCHEME NAME: The Church of Ireland Clergy Pension Fund

SCHEME COMMENCEMENT DATE: 1<sup>st</sup> January 1976

PENSIONS BOARD REFERENCE NO.: PB 1667

EFFECTIVE DATE OF

THIS CERTIFICATE: 30<sup>th</sup> September 2009

PREVIOUS CERTIFICATE: 30<sup>th</sup> September 2006

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

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

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

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

Signature: James R. Kehoe

Date: December 17, 2009

Name: James R Kehoe

Qualification: F.S.A.I

Name of Actuary's Employer/Firm: Mercer

Scheme Actuary Certificate No.: P038

**\* Please delete whichever is not applicable.**

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

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

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

The benefits can be summarised as follows:

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

**Note to the Trustees**

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

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

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

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

ANNEX 4

ACTUARIAL CERTIFICATE



**Church of Ireland Clergy Pensions Fund**

Pensions Board reference number: PB1667

Year ended 31/12/2011

**Actuarial Certificate**

The most recent actuarial valuation of the Church of Ireland Clergy Pensions Fund was at 30 September 2009. The results of that valuation showed that the Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act 1990 at the valuation date. The assets of the Fund were sufficient to cover 67% of the liabilities under the Minimum Funding Standard at the valuation date. These liabilities include benefits for the current active members based upon completed service and the Minimum Approved Stipend at the valuation date, pensions in the course of payment to members and their spouses, and deferred pensions in respect of members who have left service. The next valuation of the Fund will be carried out as at 30 September 2012.

Investment markets since the valuation date have been volatile, and this has resulted in lower interest rates which increase the Fund's liabilities. Accordingly, I am not satisfied that as at 31 December 2011 the Church of Ireland Clergy Pensions Fund would have met the Minimum Funding Standard under Section 44 of the Pensions Act.

As a result, the Trustee will have to submit a Funding Proposal to the Irish Pensions Board to eliminate the deficit under the statutory Minimum Funding Standard over a time period to be agreed with the Board. On 28 October 2011, The Pensions Board announced that it expected to publish revised guidelines for defined benefit schemes in deficit and announce new deadlines by which schemes in deficit must submit a recovery plan to the Board. Once these new guidelines and deadlines have been published, the Trustee will consider the options available to eliminate the Minimum Funding Standard deficit in the Fund.

Paul McMahon  
Fellow of the Society of Actuaries in Ireland

29 February 2012

## ANNEX 5

### CHURCH OF IRELAND CLERGY PENSIONS FUND

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

##### 1. Introduction

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

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

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

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

##### 2. Management Structure

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

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

###### ▪ The Trustee

The Trustee of the Clergy Pension Fund has a fiduciary responsibility in relation to the operation of the trust deed and rules of the Clergy Pension Fund, including the monitoring of the Fund’s investment performance, its overall solvency and its investment strategy.

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

### ▪ **The Investment Committee**

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

### ▪ **The Investment Manager:**

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

## **3. Identification of Investment Responsibilities**

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

The specific delegated responsibilities of the Investment Committee include:

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

Subject to such guidelines and restrictions imposed by the Investment Committee the investment manager(s) with an active mandate will be responsible for making all

investment decisions on a discretionary basis and will be evaluated on their ability to achieve the performance objectives set for them.

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

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

#### **4. Socially Responsible Investment**

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

#### **5. Investment Objectives**

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

#### **6. Risk Measurement Methods**

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

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

- (a) The risk of achieving an insufficient level of investment return relative to the rate required to match the growth in liabilities over time.
- (b) The risk of excessive volatility in the investment returns of the Fund relative to the movement in liabilities over shorter-term periods (e.g. one year). Consideration will be given to this volatility in relation to the liabilities measured under the Minimum Funding Standard basis.

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

## 7. Risk Management Processes

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

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



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

## **8. Current Investment Policy**

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

### **Strategic Asset Allocation**

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

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

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

## ANNEX 6

### REPORT OF THE INVESTMENT MANAGER YEAR ENDED 31 DECEMBER 2011

#### Review of 2011

2011 saw two distinct halves for investors and once being on the right side of the risk on or risk off trade at the appropriate time rewarded investors. Investors with appetite for riskier assets benefited during the first half of the year, but a more cautious approach rewarded investors in the second half. Furthermore the optimism around inflation, economic growth and higher risk asset prices all faded in the second half of the year. Concerns about the indebtedness of the advanced economies dominated and resulted in a flight to quality that saw gold reach record high levels, government bond yields of the safe havens such as Germany, UK and US reach a new low level and equity markets in emerging markets, Europe and Japan fall. Fears of rising inflation and tighter monetary policy stances from the first half of the year were replaced with suspicions of a double dip recession and even looser monetary policy. One other striking outcome of 2011 has been the divergence in performance of US and European equities, which has resulted in a significant valuation differential.

#### Eurozone Crisis – the continued search for the golden solution

The sovereign crisis in Europe spread into the larger economies, especially after EU leaders asked private sector holders of Eurozone government bonds to take a haircut, first a 20% haircut and then later in the year a 50% haircut. Private sector involvement attached a credit risk to Eurozone government debt (which had previously not been there) and set the yields on Italian and Spanish government bonds to a level where Ireland, Portugal and Greece received a bailout from the IMF/EU. However, as the current bailout system is inadequate to deal with the large financing needs of these countries, markets feared the worst and began pricing in a recession and even the possibility that the Euro may no longer exist in its current form. The ECB stepped up its efforts to help these government bond markets and restarted its SMP bond purchasing programme and managed to keep the 10 year yields of Italy and Spain below 7% and 6% respectively, albeit an unsustainable level for these countries to refinance themselves. In December the ECB announced that it would lend an unlimited amount of money to the banking system at 1% for 3 years in December and again in February 2012, allowing the banking sector to refinance its maturing debt over the next few months which has also resulted in yields of government bonds with a maturity of up to three years to fall. This along with the commitment by EU leaders for closer fiscal integration has reinforced views that policy makers will do whatever necessary to keep monetary union together. The solution to date has not been the “golden solution” that markets have been looking for and therefore has resulted in much higher market volatility. However policy makers are ensuring that individual countries with higher debt and deficit problem adopt the necessary austerity and reform programmes and are just about doing enough to avoid liquidity or funding crises.

### **The debt crisis has dominated bond markets**

In 2011 bond market volatility increased, and a wide dispersion in the performance of Eurozone government bond markets took place. The higher growth outlook and inflationary concerns in the first quarter of 2011, led to a spike in government bond yields, back to what would have been seen as a more normalized range. For example in April the ten year German government bond yield peaked at close to 3.5%. However soon after that risk aversion increased and AAA government bond yields fell as investors sought out much safer assets and the ten year German government bond reached a historical low level of 1.67% in September. Furthermore the divergence between bond markets in Europe also widened during this period as the spread between the Italian and Spanish government bond yield over the Germany government bond yield moved out to historically high levels. Even other AAA government bonds such as France saw increased yields as markets started put an additional credit risk on French bonds. Despite this, the Italian government bond market was the principal underperformer in 2011. Some of these losses in government bond markets were recouped in December, especially after the ECB announced the three year LTRO, or longer term liquidity into the banking system which has led to increased buying of government bonds towards the end of the year.

### **Equity markets have re-rated significantly in 2011**

Global equity markets sold off significantly in the second half of 2011, notably in August when risk aversion peaked. Concerns about a global recession as well as the contagion effects of the Eurozone sovereign crisis has resulted in 10-15% sell off in European, Japanese and Emerging market equities. These market moves have come despite the resilience in earnings expectations for the full year 2011 as earnings grew by 3.6%, 2.5% and 7% respectively. As a result valuation levels have fallen back towards the levels that were seen at the bottom of the market in 2009 for these regions. US equities have also de-rated although to a smaller extent as earnings are expected to increase by 10% and markets increased by just 3%. Currently European and emerging markets equities are trading on 9 times 2011 and 2012 earnings, while US equities are on 13 times. Going into 2012, expectations are that earnings forecasts will be revised down further, although at these valuation levels, a lot is in the price.

### **Looking towards 2012**

Going into 2012, the Eurozone sovereign crisis remains high on the agenda. A key risk for the first quarter of 2012 is how or at what cost Spain, Italy and France will refinance the large amount of debt that is set to mature during the quarter. This issue alone will create volatility for equity and bond markets. However if we muddle through the crisis yields on government bonds in Europe should converge with German yields rising as some risk aversion eases and other Eurozone bond yields falling as the credit risk being attached to these bonds eases.

Aside from this earnings are expected to be downgraded on the back of the slower economic growth outlook. However equity markets in Europe, emerging markets and

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Japan have de-rated significantly during 2011 as prices fell by 12-15% even though earnings have increased by 5-10% in these regions. As a result equity market valuation levels are now close to the March 2009 level implying that equities are now pricing in a lot of bad news. In the US the de-rating has not been as aggressive as in Europe although valuations are still well below long term averages levels. Therefore if investors have the risk tolerances to cope with the volatility that may arise as a result of the Eurozone sovereign crisis, equity market are looking more attractive now than they have done in recent history.

**Irish Life Investment Managers**  
**8 February 2012**

## ANNEX 7

### **CLERGY PENSIONS FUND INTERNAL DISPUTE RESOLUTION (IDR) PROCEDURE**

Under Irish pensions legislation<sup>1</sup> all pension schemes are required to have an Internal Dispute Resolution (IDR) Procedure. As a result all disputes arising in connection with the administration of a pension scheme may not be brought to the Pensions Ombudsman unless they have, in the first instance, been processed through that scheme's IDR Procedure.

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

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

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

#### **What is IDR?**

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

#### **When should this IDR Procedure be used?**

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

If the query or complaint cannot be resolved satisfactorily by raising the issue with the Pensions Administration Manager then the Honorary Secretary of the Church of Ireland Pensions Board may be written to c/o The Head of Finance at Church of Ireland House. He/she will be able to make an initial assessment of your complaint and advise you of whether it qualifies for IDR.

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

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

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

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

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

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

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

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

### **How do I make a complaint using the IDR Procedure?**

If your complaint qualifies for IDR, then you must make an application in writing to:

The Company Secretary, The Church of Ireland Clergy Pensions Trustee Limited,  
Church of Ireland House, Rathmines, Dublin 6.

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

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

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

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

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

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

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

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

If the case is referred to an independent person, such person shall be given supporting documents and asked by the nominated person(s) for a recommendation on your

complaint or dispute. The nominated person(s) will consider any such recommendation before issuing their conclusions to you by way of a ‘Notice of Determination’.

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

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

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

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

The Pensions Ombudsman  
36 Upper Mount Street  
Dublin 2  
Telephone: 00353 1 6471650  
Email: info@pensionsombudsman.ie

**Approved by The Church of Ireland Clergy Pensions Trustee Limited,  
Trustee of the Clergy Pensions Fund,  
on 22 June 2011**



**APPENDIX G**

**THE CHURCH OF IRELAND PENSIONS BOARD**

**Funds administered by the Board as delegated by The Representative Church Body.**

**THE SUPPLEMENTAL FUND**

**1. ADMINISTRATION OF THE FUND FOR THE YEAR ENDED 31 DECEMBER 2011**

The Supplemental Fund is held by the Representative Body for the provision of assistance to retired clergy of the Church of Ireland and to surviving spouses, orphans and other dependants of clergy of the Church of Ireland and is administered by the Church of Ireland Pensions Board.

The income is derived from the investments representing the capital of the various Funds comprising the Supplemental Fund and grants allocated to it by the General Synod.

Last year the following assistance was provided by means of *ex gratia* payments:

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

Grants to ensure each has a minimum income from all sources in the year commencing 1 January 2011 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 2011, pensions were in course of payment to 193 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 2011, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

- (a) a grant towards basic housing costs of £450 or €600 from the Housing Fund twice yearly;
- (b) a grant of £375 or €510 from monies allocated from the Priorities Fund.

As a result of these grants, the actual minimum income of surviving spouses during 2011 exceeded the figures in the Table by £1,275 or €1,710.

**(ii) Minimum Income for Retired Clergy**

Grants shall be payable from the Supplemental Fund to retired clergy to ensure that each has a minimum income, including the Retirement Pension payable from the Church of Ireland Clergy Pensions Fund or any other approved Scheme, of not less than £8,924 (if resident in the U.K.) or €12,677 (if resident in the Republic of Ireland). Such minimum pension shall be in addition to a State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund or any other approved Scheme) or a Sickness or Invalidity Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,419 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

There were no clergy in receipt of this grant on 31 December 2011.

**(iii) Supplement in lieu of State Pension**

Grants shall be payable to retired clergy who are not eligible for a State, partial State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund) or a Sickness or Invalidity Benefit in lieu thereof as follows:

- (a) Clergy who retired from an office in the Republic of Ireland:
- |                                 |               |
|---------------------------------|---------------|
| Eligible clergy aged under 80   | €1,976        |
| Eligible clergy aged 80 or over | €12,496       |
| Married clergy only:            |               |
| Spouse under 66                 | €7,982 extra  |
| Married clergy only:            |               |
| Spouse 66 or over               | €10,728 extra |
| Single/widowed clergy only:     |               |
| Living alone                    | €400 extra    |
- (b) Clergy who retired from an office in Northern Ireland:
- |                  |        |
|------------------|--------|
| Eligible clergy: |        |
| Single/widowed   | £5,078 |
| Eligible clergy: |        |
| Married          | £8,120 |

The number of grants in payment on 31 December 2011 was three.

**(iv) 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
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One grant was payable on 31 December 2011.

**(v) Removal Grants**

A grant to a surviving spouse towards the cost of removal, if his/her wife or husband was in the service of the Church of Ireland at the time of death, of the total amount involved up to a sum of £1,363 if he or she died while holding 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.

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

On the death of clergy in the service of the Church of Ireland who are survived by a spouse, an immediate grant of £3,905 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 £1,229 if they resided in the United Kingdom or €1,689 if they resided in the Republic of Ireland shall be paid.

**(vii) Other Grants**

Certain other grants which, in the opinion of the Board and in the particular circumstances of each case, merited special consideration.

In addition to the grants allocated under the above headings retired clergy, surviving spouses and dependants in need received help from other sources. The Board would like to record its thanks to the Priorities Fund, the Corporation of the Sons of the Clergy, the Friends of the Clergy Corporation and the other charities and funds which provided this help.

**2. GRANTS 2012**

The Representative Body recommends that the General Synod of 2012 approves allocations of €38,313 plus £1,440 to the Supplemental Fund from 2011 income (see report of the Representative Body, page 21 in *Church of Ireland General Synod Reports 2012*).

The allocations recommended, combined with an unexpended surplus for 2011 and dividend income for 2012, will enable the Board to continue the schemes of *ex gratia* payments to surviving spouses and retired clergy and it has decided that from 1 January 2012 these shall be as follows:

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

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£12,224	€17,023
Surviving spouse 80 or over	£12,688	€17,670

It is estimated that the cost of this scheme will be €7,727 plus £9,427.

**(ii) Minimum Income for Retired Clergy**

Grants shall be payable from the Supplemental Fund to retired clergy to ensure that each has a minimum income, including the Retirement Pension payable from the Church of Ireland Clergy Pensions Fund or any other approved Scheme, of not less than £9,103 (if resident in the U.K.) or €2,677 (if resident in the Republic of Ireland). Such minimum pension shall be in addition to a State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund or any other approved Scheme) or a Sickness or Invalidity Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,337 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

As currently no clergy are in receipt of a grant under this scheme it is envisaged no cost will be incurred in 2012..

**(iii) 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	€0,728 extra
Single/widowed clergy only:	
Living alone	€400 extra

(b) Clergy who retired from an office in Northern Ireland:

Eligible clergy:	
Single/widowed	£5,312
Eligible clergy:	
Married	£8,494

It is estimated that the cost of this scheme will be €2,496 plus £1,440.

**(iv) 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.

**(v) Removal Grants**

Northern Ireland	£1,440
Republic of Ireland	€1,925

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

In service:

Northern Ireland	£4,124
Republic of Ireland	€5,820

In retirement:

Northern Ireland	£1,298
Republic of Ireland	€1,733

**3. RULES**

Copies of the rules are available on application to the Pensions Administration Manager.

**4. FINANCIAL STATEMENTS**

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

**THE SUPPLEMENTAL FUND**

**31 December 2011**

**FUND STATEMENT**

	2011 €000	2010 €000
<b>INCOME</b>		
General Synod Allocations	47	13
Investment Income	32	31
Income from Trusts and Donations	2	2
	<u>81</u>	<u>46</u>
<b>EXPENDITURE</b>		
Augmentation – Surviving Spouses and Orphans	15	34
Grants to Surviving Spouses	14	21
Grants to Retired Clergy	22	22
Expenses	5	5
	<u>56</u>	<u>82</u>
Surplus / (Deficit) of income	25	(36)
Revaluation movement	(15)	42
Currency translation adjustment	14	15
	<u>(1)</u>	<u>57</u>
Net increase/(decrease) in fund for year	(1)	57
Capital balance 1 January	764	707
Capital balance 31 December	<u><u>763</u></u>	<u><u>764</u></u>

**THE SUPPLEMENTAL FUND**

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**ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2011**

	2011 €000	2010 €000
Investments at Valuation		
RB General Unit Trusts	763	764
	<u>763</u>	<u>764</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 2011. 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 2012

## **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 2011 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 €37,191 plus £65,700 were allocated in 2011 as in previous years. Many expressions of thanks and appreciation have been received from the recipients.

The Board is most grateful for these donations and hopes that this Fund, which has already been of considerable help to retired clergy and surviving spouses with financial outlay arising from the provision and/or upkeep of housing accommodation, will be given further support by donations or bequests.

Two houses were bequeathed to The Representative Church Body, one of which is let to a member of the clergy and the other let to the surviving spouse of a clergyman. These are administered by the Board.

### **3. Priorities Fund – additional income for the most elderly and needy**

A further grant was allocated by the Standing Committee from the Priorities Fund in 2011 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 2012.

### **4. Mrs E Taylor Endowment**

The Representative Body requested the Board to administer the Endowment “to provide additional benefits over and above the normal pensions for retired clergymen of the Church of Ireland who should be residing in the 26 counties of Southern Ireland”.



## The Representative Church Body – Report 2012

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 2011, grants totalling €30,300 were paid to 10 retired clergy.

### **5. Rev Precentor RH Robinson Bequest**

The income of this bequest has in previous years been allocated annually by the Board in accordance with the terms of trust as an additional payment to a retired clergyman. The income is currently circa €10 per annum. In 2011 it was decided, after consultation with the Head of Property and Trusts, to allow the income to accumulate for a period of five years until a more substantial grant may be allocated.

### **6. Rev GJ Wilson Bequest**

The income of this bequest is available for the benefit of retired clergymen of the dioceses of Dublin, Glendalough and Kildare. The Board allocates the income having sought recommendations from the Archbishop of Dublin and the Bishop of Meath and Kildare.

In 2011, the total of grants paid was €1,803.

### **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 2011 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €18,900 and £120 to 11 surviving spouses and grants totalling £14,653 to eight retired clergy.

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

## APPENDIX H

### SCHEDULE OF THE KEY ELEMENTS OF THE LIKELY PACKAGE OF CHANGES TO THE CLERGY PENSIONS FUND

**Proposed Changes to Normal Retirement Age (NRA)** – Recognising increasing longevity, State Pensions will in the future become payable in both the Republic of Ireland and Northern Ireland at later ages than previously. Accordingly there is logic in increasing the NRA of the current members of the Clergy Pensions Fund (“the Fund”). It is planned that this would be done on phased basis to recognise that an existing member who is, say, currently aged 40 is less affected by his/her NRA increasing than a member who is, say, currently aged 65.

To recognise this, the current changes in NRA being considered are along the following lines:

Age of member <i>when changes are implemented</i>	Proposed New NRA
< 55 years	68
55 -59 years	67
60- 64 years	66
65 + years	65

**Discretionary pension increases** – it is being considered that there be no discretionary increases in pensions for the next 5 years (ie until 2018). However if the assets of the funds were to show unexpected gains, then the Trustee and the RB would, on the advice of the Actuary, have the power to relax this freeze.

**Increases in Pensionable Stipend** – it is being considered that there be no increases in Pensionable Stipend for the next 5 years (ie until 2018). However as above, if the assets of the funds were to show unexpected gains, then the Trustee and the RB would, on the advice of the Actuary have the power to relax this freeze.

**Closing the Fund to new members** – it is being considered that no new entrants be admitted to the Clergy Pensions Fund Defined Benefit Scheme with effect from the date of the Synod passing the relevant resolution, and that pensions for subsequently appointed clergy be provided through a Defined Contribution scheme. The overall rate of contribution to a Defined Contribution Scheme has not yet been fully researched, but it is planned that the rate would be fixed with the expectation that it would be capable of providing an appropriate and not-ungenerous level of pension.

**Note** on some of the terms used above

- In a ‘defined benefit’ pension scheme the eventual pension receivable is defined in relation to a member’s final pay level and his/her length of service. Contributions to such a fund are calculated to deliver that level of pension.
- In a ‘defined contribution’ scheme the amounts paid into a member’s pension plan are pre-defined, and each member is allocated their own, individual, part of the fund. When the member retires, the total amount of money in the fund allocated to that member is used to purchase his or her pension.

**APPENDIX I**

**CHURCH FABRIC FUND – GRANTS ALLOCATED DURING 2011**

Diocese	Church	Amount	
		£	€
Armagh	Ballymore	1,800	
	Creggan	5,500	
	Desertlyn	800	
	Drumbanagher	1,800	
	Portadown, St Columba's	33,900	
	Sixmilecross	11,600	
	Tynan	19,250	
Derry	Camus-Juxta-Mourne	9,700	
	Sion Mills	9,450	
Down	Donaghadee	53,200	
	Knockbreda	2,300	
Kilmore	Annagh		450
	Drumgoon		2,450
Ardagh	Clonbroney		17,200
Dublin	Sandford		2,475
	St Werburgh's		11,700
Glendalough	Arklow		6,700
Cork	Templetrine		2,400
Limerick	Adare		9,800
		149,300	53,175

**APPENDIX J**

**ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE  
REPRESENTATIVE CHURCH BODY LIBRARY, 2011**

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

**1. ARCHIVES**

**(i) Parish Records**

**Bandon (Cork)**

Ballinadee & Leighmoney: preachers; bk, 1946-60

Ballymodan: vestry bks, reg. of vestrymen, preachers' bks, misc. papers, 1784-2002

Brinny: vestry bk, preachers' bk, 1942-60

Innishannon: vestry bks, preachers' bks, 1953-79

Kilbrogan: vestry bks, reg. of vestrymen, preachers' bks, SS roll bk, 1870-1981

Rathclaren: preachers' bks, 1948-94.

**Carrickmacross (Clogher)**

Carrickmacross; architectural drawings, 1868.

**Castlecomer (Ossory)**

Castlecomer: annual reports, 1898-99.

**Clooney (Derry)**

Clooney: regs, vestry bks, accounts, regs of vestrymen, confirmations, annual reports, misc.papers, 1847-2006

Strathfoyle: marriage reg, preachers' bk, 1975-2007.

**Cork – St Finbarre**

Holy Trinity: minute bk, 1807-30

St Finbarre: music lists, 1940s.

**Cregagh (Down)**

Cregagh: vestry bks, 1928-2008.

**Douglas (Cork)**

Douglas: accounts, 1861-1952

Marmullane: Ladies Guild minutes & accounts, 1938-88.

**Drumcondra (Dublin)**

Drumcondra: parish magazines, 1897-2008.

**Dublin – St Bartholomew**

Leeson Park: vestry bk, 2000-11

St Bartholomew: vestry bk, 2000-11.

**Dublin – St Patrick’s Cathedral**

St Audeon: preachers’ bk, 1950-79

St Peter: preachers’ bk, confirmations 1928-75.

**Dunganstown (Glendalough)**

Dunganstown: vestry bk, preachers’ bk, 1898-1991.

**Kells (Ossory)**

Ballaghtobin: marriage reg, preachers’ bk, 1959-20088

Ennisnag: marriage reg, 1959-2006

Inistioge: marriage reg, preachers’ bks, 1893-2007

Kells: marriage reg, accounts, 1959-2008

Kilfane: marriage reg, 1961-2004

Rower: preachers’ bks, 1896-1946.

**Kilcolman (Ardfert)**

Aglish: regs, preachers’ bks, 1854-1958

Glenbeigh: regs, 1846-1950

Kilcolman: regs, vestry bks, regs of vestrymen, accounts, preachers’ bks, SS roll bks, 1793-1988

Killorglin: regs, vestry bks, regs of vestrymen, accounts, preachers’ bks, 1846-2004

Kiltallagh: regs, vestry bk, preachers’ bks, 1846-2005

Knockane: regs, 1850-1979

Molahiffe: regs, 1879-1975.

**Kilkenny (Ossory)**

Aghour: marriage reg, preachers’ bk, 1924-95

Blackrath: vestry bk, 1836-48

Kilfane: preachers’ bks, 1839-1915

Kilmanagh: regs, vestry bk, reg of vestrymen, 1784-2007

Odagh: reg of vestrymen, preachers’ bk, 1882-2010

St Canice: marriage regs, reg of vestrymen, preachers’ bk, banns, visitors’ bks, 1878-2009

St John: marriage reg, vestry bk, reg of vestrymen, 1813-2009

St Mary: regs, vestry bk, 1729-1952

Treadington: preachers’ bks, 1876-1912

Wells: accounts, 1870-71.

**Killala (Killala)**

Ballysakery: accounts, 1962-66

Killala: accounts 1905-32.

**Killaloe (Killaloe)**

Killaloe: baptismal reg, 1845-2011.

**Kilternan (Dublin)**

Kilternan: misc. papers, 20<sup>th</sup> cent.

**Kingscourt (Meath)**

Ardagh: baptismal reg, 1926

Drumconrath: burial reg, 1900-98

Kingscourt: regs, confirmations, 1881-2007

Moybologue: regs, 1896-1986

Syddan: marriage reg, 1958-99.

**Kinsale (Cork)**

Kinsale: deeds, misc. papers, 1712-1967.

**Malahide (Dublin)**

Malahide: preachers' bk, 2007-11.

**Mountmellick Kildare)**

Coolbanagher: regs, reg of vestrymen, 1870-2010

Mountmellick: regs, preachers' bk, 1840-2010

Rosenallis: regs, 1846-2008.

**Mullingar (Meath)**

Almorita: marriage reg, 1959-2006

Clonard: marriage reg, 1960-63

Kilbixy: marriage reg, 1968-2007

Kilcock: marriage reg, 1973

Killucan: marriage reg, 1958-2006

Leney: burial reg, 1860-1983

Moyliscar: marriage reg, 1957-90

Mullingar: marriage reg, vestry book, misc. papers, 1943-2007.

**Nenagh (Killaloe)**

Killodiernan: architectural drawings, 1878

Templeharry: regs, 1800-77.

**Roscommon (Elphin)**

Cashel/Rathcline: vestry bk, 1921-2009.

**Sandford (Dublin)**

Sandford: vestry bks, church committee minutes, regs of vestrymen, accounts, preachers' bks, annual reports, misc. papes, photographs, architectural drawings 1826-1992.

**Sandymount (Dublin)**

Sandymount: trustees' reports, 2004-10.

**Taney (Dublin)**

Taney: confirmations, 1936-76.

**Tralee (Ardfert)**

Kilflynn: preachers' bk, 1970-72.

**Wexford (Ferns)**

Coolestuffe: index to regs

Horetown: index to regs

Taghmon: index to regs.

**Zion (Dublin)**

Zion: orders of service, 2008-09.

**(ii) Diocesan Records**

Dublin & Glendalough: misc. diocesan registry papers, 20<sup>th</sup> cent.  
From Canon VG Stacey, Dublin.

Dublin & Glendalough: seal matrix of Archbishop JAF Gregg  
From Christ Church Cathedral, Dublin.

Ossory, Ferns & Leighlin: misc. diocesan registry papers, 19/20<sup>th</sup> cent.  
From St Canice's Library, Kilkenny.

**(iii) Cathedral Records**

St Canice's Cathedral, Kilkenny: minute bks, misc. papers, photographs, misc.  
printed material, 1871-1925  
From St Canice's Cathedral, Kilkenny.

**(iv) General Synod Records**

Ecclesiastical Tribunals register, 2001-  
From Church of Ireland House, Dublin.

**2. MANUSCRIPTS**

Acheson, Alan: papers rel. to his history of the Church of Ireland & General Synod  
speeches, 1996-2008  
From Dr Alan Acheson, Canada.

Alcock family: deeds rel. to Waterford city, 1811-75

Beresford, Archbishop Lord John George: corresp. rel. to the diocese of Ossory,  
Ferns & Leighlin, 1825-42

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Campbell Thomas, Chancellor of Clogher: papers & photographs, 19<sup>th</sup> cent.  
Curtis, Prof. Edmund: letters from, 1937

Day, Bishop JGF: sermons, illuminated addresses, photographs, 1907-40

Kilkenny Clerical Meeting: minute bk, 1800-70

Kilkenny Protestant Orphan Society: minutes & accounts, 1861-90

Kingsmill family: family history by WK Cook-Kingsmill

Ossory Clerical Union: minute bks, 1903-64

Ossory Diocesan Temperance Association: account bk, 1876-1936

Ossory & Leighlin Choral Festival: minute bk, 1908-65

Thomastown Loan Fund: minute bk, 1860-99

From St Canice's Library, Kilkenny.

Armagh Junior Clerical Association: minute bk, 1935-47

From Rev MRK Ferry, Clooney.

Babbington, Richard: annotated copy of the Irish Church Act, 1869

Bangor (Down): architectural drawings of church hall, 1904

Tullylish (Dromore): architectural drawings of church, [n.d.]

From JA Gamble, Belfast.

Bartlett, Canon JR: sermons, 2011

From Canon JR Bartlett, Dalkey, Co. Dublin.

Brown, Rev JS: Good Friday addresses in Belfast Cathedral, 1954

Dundrum Group Toc H: minute bk, 1939-41

Hardy Family: family bible & related papers

From Rev Niall Sloane, Dundrum.

Ferns Clerical Association: minute bks, 1935-95

From Rev IF Dungan, New Ross.

Heney, Ven WB: papers, photographs & orders of service rel. to parishes in the  
diocese of Clogher, 1964-73

From Ven WB Heney, Dublin.

Leckey, Very Rev Hamilton: sermons

From Mr Stephen Leckey.

Nicholson, Rev BTW: vol. of music, 1937

From EFM Gordon.

Nicholson, Rev JA: deeds, certificates & letters, 1811-75

From Warwickshire Co. Library.

Semple, SP: texts of literary writings.

From the Rev SP Semple, Monkstown, Co. Dublin.



Sunday School Society for Ireland: minute bk, 1986-99  
From Ms Heather Wilkinson, Dublin.

**3. PHOTOCOPIES**

Bagnell, John, Kingstown: copy will, 1836  
From Ms G. Haen, USA.

Dowpe, HS: transcripts of two journals, late 19/early20h cent.  
From Ms Sheila Coles, Woking.

Drumbo (Down); petition & deedc of consecration, 1791  
From Mr JF Rankin, Drumbo, Co. Down.

Smyth, Rev James: family pedigree  
From Ms Lisa Lawrence.

**APPENDIX K**

**FUNDS RECEIVED  
BY THE  
REPRESENTATIVE CHURCH BODY IN 2011  
FOR  
PAROCHIAL AND DIOCESAN ENDOWMENT ETC**

	€	£
Bell Bequest		2,500
Benson, HW	50,000	
Berney, Dr AG		2,000
Bussell, Frederick George		200
Cahill, Billy		1,000
Church Education Society for Ireland (addition)	30,000	
Cox, Joseph & Olivia (addition)	200	
Dublin & Glendalough Diocesan Board of Education (addition)	4,449	
Farrelly, T & J		1,000
Fleming, Samuel M (addition)	180	
Foy, Anna K E		57,991
Garden of Remembrance Zion (Dublin) (addition)	1,486	
Harman, Dean Memorial Fund	37,073	
Hetherington, Ivy		1,100
Hetherington, Johnston & Ivy		5,000
Hopkins Family	3,717	
Hughes, James	13,974	
Johns, Leslie & Jean	4,000	
Laughton, Sheila	5,105	
Mahon, Matthew Neary (addition)	51,000	
McCullagh, Tommy	40	
McManus, Angel G (addition)		55,770
Monaghan, Robert (addition)		100
Mothers' Union of Ireland Centenary Fund (addition)	6,000	
Parish Funds Tralee (Ardfert) (addition)	643	
Pope, Valle & E White (addition)	7,610	
Rodgers, Florence		500
Russell, Maisie	260	
Scott, Frederick (Freddy)	500	
Sinnamon, Benjamin HI (addition)		986
Smyth, Lucy (addition)	15	
Strong Family		500

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	€	£
Sundry Trusts/Parish Funds Kildrumferton (Kilmore) (addition)	2,000	
Sundry Trusts/Parish Funds Milltown (Dublin)	2,000	
Warrington Trust	1,904	
Webb, Ven WP (addition)	2,292	
	<hr/>	<hr/>
	224,448	128,647
	<hr/>	<hr/>



# **STANDING COMMITTEE**

**REPORT OF PROCEEDINGS LAID BEFORE**

**THE GENERAL SYNOD AT ITS**

**ONE HUNDRED AND FORTY-SECOND ORDINARY SESSION 2012**

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

**HONORARY SECRETARIES OF THE GENERAL SYNOD**

The Ven Robin Bantry White, Moviddy Rectory, Aherla, Co Cork

The Rev George Davison, 12 Harwood Gardens, Carrickfergus, Co Antrim, BT38 7US

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

Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone, BT71 5LL

**ASSISTANT SECRETARY** – Mrs Janet Maxwell

**SYNOD OFFICER** – Mr Garrett Casey

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## Standing Committee – Report 2012

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## Standing Committee – Report 2012

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## SUMMARY

Some significant matters dealt with by the Standing Committee during the period 12 April 2011 to 13 March 2012 were:

- Centenaries of the 1912-22 Period;
- Bishops' Conference on Human Sexuality in the Context of Christian Belief;
- Review of Episcopal Ministry and Episcopal Structures.

## 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

5/6		Ven Robin Bantry White
2/2	μ	Rev John McDowell
3/3	#	Rev George Davison
5/6		Mr Samuel Harper
6/6		Mrs Ethne Harkness

### Elected Members

#### Diocese

Armagh	2/2	±	Very Rev Patrick Rooke
	4/6		Rev Shane Forster
	2/2	¶	Rev Brian Harper
	2/2	¶	Mr Paul Bruce
	0/1	°	Mr Adam Pearson
Clogher	5/6		Rev Canon John Stewart
	6/6		Rev Brian Kerr
	6/6		Mr Walter Pringle

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	3/6	Mr Glenn Moore
Derry	4/6	Rev Patricia Storey
	5/6	Rev Robert Miller
	6/6	Mr Robert Pollock
	2/6	Mr Kenneth Witherow
Down	6/6	Ven Phillip Patterson
	5/6	Rev Simon Doogan
	6/6	Mrs Hilary McClay
	6/6	Mr Andrew Brannigan
Connor	4/6	Ven Stephen McBride
	4/6	Rev Stephen Fielding
	3/6	Mr Roy Totten
	5/6	Mr Peter Hamill
Kilmore	5/6	Very Rev Raymond Ferguson
	5/6	Rev Craig McCauley
	4/6	Mr David Gillespie
	5/6	Mrs Brigid Barrett
Tuam	3/6	Rev Canon Denis Sandes
	4/6	Ven Gary Hastings
	6/6	Mr Denzil Auchmuty
		None available
Dublin	5/6	Very Rev Katharine Poulton
	6/6	Rev Gillian Wharton

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	6/6	Dr Valerie Jones
	2/6	Mr Lyndon MacCann SC
Meath	3/6	Very Rev Robert Jones
	3/6	Rev Lynda Peilow
	5/6	Mrs Joan Bruton
		None available
Cashel	5/6	Ven John Murray
	4/6	Rev Arthur Minion
	5/6	Mr Cecil Wellwood
	1/6	Mr Eric Driver
Cork	2/6	Very Rev Christopher Peters
	4/6	Rev Adrian Wilkinson
	5/6	Mr Wilfred Baker
	0/1	° Mr Gordon Benn
Limerick	3/6	Rev Canon Stephen Neill
	4/4	Rev Jane Galbraith
	6/6	Mr Adrian Hilliard
	2/6	Mr Edward Hardy

### Co-opted Members

4/6	Rev Canon Patrick Comerford	6/6	Mr Andrew McNeile
5/6	Rev Dr Maurice Elliott	5/6	Ven Richard Rountree
6/6	Rev Andrew Forster	4/6	Ms Catherine Turner
3/3	# Rev George Davison		



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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

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 QC	Mr John Wilson QC

3. ANGLICAN ORTHODOX DIALOGUE

In April 2011, the Standing Committee welcomed the appointment of the Bishop of Meath and Kildare to the Anglican-Orthodox Dialogue, one of a number of bi-lateral and multi-lateral dialogues between the Anglican Communion and other Christian religions and other faiths.

4. APPOINTMENTS

**Committees etc.**

Annual Meeting of the Religious Society of Friends, Dublin, April-May 2011

General Assembly of the Presbyterian Church, Belfast, June 2011

Conference of the Methodist Church, Newtownards, June 2011

Governing Body of the Church in Wales, Lampeter, Sept 2011

Moravian Church of Great Britain and Ireland Provincial Synod June 2012

Anglican Consultative Council Lay Representative

Irish Inter-Church Meeting, Oct 2011

**Name**

The Most Rev Dr Richard Clarke  
Rev Niall Sloane

The Most Rev Dr Michael Jackson  
The Rt Rev John McDowell

Ven Philip Patterson  
Ms Elva Byrne

Mr Samuel Harper

Miss Catherine Turner

Mr Wilfred Baker

The Most Rev Dr Michael Jackson  
The Rt Rev Alan Abernethy

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	Rev Barry Forde Ms Margaret McNulty Dr Katie Heffelfinger Ms Linda Frost Mr Graham Spence Ms Caroline Farrar
Irish Inter-Church Committee	Dr Kenneth Milne
Four Nations' Faith and Order Consultation, May 2011	The Most Rev Dr Michael Jackson Rev Niall Sloane
Irish Council of Churches	The Most Rev Dr Richard Clarke The Most Rev Dr Michael Jackson The Rt Rev Trevor Williams Very Rev John Mann Rev Canon David Crooks Rev Canon Ian Ellis Rev Canon Timothy Kinahan Rev Canon Walter Lewis Rev Bernie Daly Rev Adrian Dorian Rev Daniel Nuzum Rev Niall Sloane Rev Gillian Wharton Ms Ruth Handy Mr Robert Roe Mr Sam Morrow Dr Kenneth Milne Ms Caroline Farrar Mr Peter Jones Mr Robert Clements
World Council of Churches	The Rt Rev Alan Abernethy
Association of Church of Ireland Press Ltd	Rev Gillian Wharton
Irish Council of Churches Board of Overseas Affairs	Mr Colin Ferguson Dr Kenneth Milne
Governing Council of the Church of Ireland Theological Institute	Rev Adrian Wilkinson Mr Roy Totten

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United Society for the Propagation of the  
Gospel (USPG) Council

Rev Canon Patrick Comerford  
Rev Lynne Gibson

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. **BISHOPS' APPEAL ADVISORY COMMITTEE**

The World Development Bishops' Appeal Advisory Committee report is included in Appendix B on page 212.

### 7. **BISHOPS CONFERENCE ON HUMAN SEXUALITY IN THE CONTEXT OF CHRISTIAN BELIEF**

At the September 2011 meeting of the Standing Committee, the Primate made a statement concerning the Civil Partnership of the Very Rev Thomas Gordon, Dean of Leighlin. In October 2011, the Bishops issued a pastoral letter announcing their intention to hold a special conference in Spring 2012 to which members of General Synod would be invited.

At the November 2011 meeting of the Standing Committee, the committee welcomed the decision by the Archbishops and Bishops to hold the conference and authorised the Honorary Secretaries to invite members of the General Synod when requested. The committee further requested that the Archbishops and Bishops report on the proceedings of the conference to General Synod in 2012.

The Conference took place in the Slieve Russell Hotel in Co Cavan on 9-10 March 2012 and the Archbishops' press release and a summary of the evaluations given by participants is attached as Appendix C on page 220.

### 8. **BOARD FOR SOCIAL THEOLOGY IN ACTION**

The Board for Social Theology in Action report is included in Appendix D on page 225.

### 9. **CENTRAL COMMUNICATIONS BOARD**

At its meeting of 22 November 2011, the Standing Committee appointed the following to be members of the Central Communications Board to serve until 2012:

Rt Rev Trevor Williams  
Rev Eileen Cremin  
Ms Ruth Buchanan

Dr Kenneth Milne  
Dr Raymond Refaussé  
Ven Robin Bantry White

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Dr Valerie Jones  
Mrs Jane Leighton

Mr Denis Reardon  
Mrs Janet Maxwell

At the same meeting, the Standing Committee approved a resolution to keep the membership of the Broadcasting Committee and the Literature Committee in place until September 2012.

At its meeting of 13 March 2012, the Standing Committee also appointed the Rev Kenneth Rue and Mr Richard Ryan to the Literature Committee of the 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 227.

### **10. CHILDREN’S MINISTRY NETWORK**

The Children’s Ministry Network met for the first time in June 2011 and a further two times subsequently. Their statement appears in Appendix F on page 235.

### **11. 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 of the Anglican Communion and denominations and concerns relating to clergy mobility and retirement.

The Working Group presented its report to Standing Committee in March 2012 and a copy appears in Appendix G on Page 237.

### **12. CLERGY CODE OF DUTY AND CONDUCT COMMITTEE**

At its last meeting the General Synod appointed the following to the Clergy Code of Duty and Conduct Committee (with power to co-opt). The General Synod requested that they report to the General Synod in 2012 and to make an interim report to the Standing Committee in January 2012:

Rt Rev Paul Colton  
Rev Stephen Farrell  
Very Rev Maria Jansson

Mrs Ethne Harkness  
Ven Stephen McBride  
Rev Terence Dunlop (Consultant)

The report of the Clergy Code of Duty and Conduct Committee is included in Appendix H on page 242.

### **13. 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*



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*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 2012. The report is included as Appendix I on page 243.

### 14. EU SINGLE FARM PAYMENTS WORKING GROUP

In November 2011, the Standing Committee received a communication from the Diocese of Cashel and Ossory noting the EU Single Farm Payment Scheme is due to end in 2013 and calling on the Church of Ireland at local and national levels to make representations in defence of rural communities.

In response to this communication the Standing Committee appointed a Working Group to study the issue and requested that the group report its findings to the Standing Committee at its meeting of June 2012. The members of the working group elected were

Rev Canon Ian Poulton (Convenor)  
Rev Eithne Lynch  
Mr Samuel Morrow  
Mr John Thompson  
Mr Eric Driver

Mr Roger Boyd  
Mr John Moore  
Mr Ray Elkin  
Mr John Shirley

The Working group has the power to co-opt (specifically to encourage greater gender-balance).

### 15. GENERAL SYNOD 2013

The Standing Committee agreed that the meeting of the General Synod 2013 be held in Armagh on 9, 10 and 11 May.

### 16. GENERAL SYNOD / STANDING COMMITTEE FINANCES

At the June 2011 meeting of the Standing Committee, a request was conveyed from the Representative Church Body for continued restraint in budgets in 2012. In September 2011, the Budget Sub-Committee met with representatives of various committees to discuss the situation and many agreed to curtail their plans in the light of the current financial situation. At the September 2011 Standing Committee, the Chairman of the Budget Sub-Committee reported that although committees had been conscientious further savings of €30,000 would have to be made. An extensive debate then took place at which the Primate summed up by saying that the mind of the meeting was for the

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Budget Sub-Committee to return to the Sub-Committee with radical proposals to address the shortfall.

The Budget Sub-Committee presented its report at the November 2011 Standing Committee meeting. Amendments were proposed to recommendations related to ecumenical groups and the report (as amended) was adopted.

### **17. GENERAL SYNOD ROYALTIES FUND**

The Standing Committee approved the following payments from the Royalties Fund.

A grant of €4000 to APCK for the publication of two information leaflets focusing on the Irish language in the life of the Church and Mission in the Church of Ireland.

A grant of €3,500 and £2,250 to the Internet Committee to cover the hosting and support of the Church of Ireland website for 2012.

A grant of €2,000 to the Liturgical Advisory Committee towards the ongoing development of electronic liturgy for 2012.

A grant of €2,000 to the Liturgical Advisory Committee to enable its ongoing work for 2012.

### **18. HARD GOSPEL IMPLEMENTATION GROUP**

On 13 May 2011, the General Synod appointed the following to the Hard Gospel Implementation Group for the period June 2011 to May 2013:

Rt Rev Trevor Williams (Chair)  
Mrs Ethne Harkness

Rev Andrew Forster  
Mr Geoffrey Perrin

At its meeting on 24 January 2012, the Standing Committee also appointed, the Rev Gillian Wharton to the Hard Gospel Implementation Group.

The report of Hard Gospel Implementation group appears in Appendix J, page 244.

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

At its meeting on 12 April 2011, the Standing Committee invited the Ven Robin Bantry White, the Rt Rev John McDowell and Dr Kenneth Milne to advise and make recommendations on the historical, theological/pastoral and logistical aspects of centenary commemorations of the period 1912-22.

In June 2011, the Standing Committee considered their report which appears in Appendix K on Page 246.

In September 2011, the Standing Committee appointed the Rev Earl Storey to the Working Group and empowered them to co-opt up to an additional five. In January 2012, the Rev Earl Storey stepped down from the Working Group but continued to assist them in a consultancy capacity.

At the request of the Standing Committee, the Dean of Belfast prepared a liturgy for use to mark the centenary of the Ulster Covenant. At the time of writing the Centenaries

Working Group is planning their first event to mark the centenary of the Ulster Covenant.

## 20. HISTORIOGRAPHER'S REPORT

A report from the Church of Ireland Historiographer, Dr K Milne, is included as Appendix L on page 248.

## 21. LEUENBERG CHURCH FELLOWSHIP

At its meeting on 24 January 2012, the Standing Committee approved the inclusion of a memorandum of agreement between the British and Irish Anglican Churches and the Community of Protestant Churches in Europe (the Leuenberg Church Fellowship). The memorandum of agreement is included as Appendix M on page 250.

## 22. MINIMUM APPROVED STIPENDS

Under Section 51(1) of Chapter IV of the Constitution of the Church of Ireland as revised by Chapter IV of 2011, the Standing Committee is required to consider recommendations from the Representative Church Body as to the rates of Minimum Approved Stipends to take effect from 1 January 2012.

At its meeting of 20 September 2011, the Standing Committee heard an address by Mr Robert Neill of the Representative Church Body detailing the difficult financial background to the RCB's recommendations.

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

*That, in accordance with Section 51 (1) of Chapter IV of the Constitution of the Church of Ireland, Minimum Approved Stipends shall be as follows with effect from 1 January 2012:*

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

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

### 23. PARISH DEVELOPMENT WORKING GROUP

The report of the Parish Development Working Group is included as Appendix N on page 253.

### 24. PENSIONABLE STIPENDS

Under Section 2 of Chapter XIV of the Constitution of the Church of Ireland as revised by Chapter V of 2011, the Standing Committee is required to consider a recommendation from the Representative Church Body and the Church of Ireland Clergy Pensions Trustee Limited as to the rates of Pensionable Stipend to take effect from 1 January 2012.

At its meeting of 20 September 2011, the Standing Committee heard an address by Mr Robert Neill of the Representative Church Body detailing the difficult financial background to the RCB's and the Church of Ireland Clergy Pensions Trustee Limited's recommendations.

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

*That as recommended by the Representative Church Body and the Trustee, in accordance with Section 2 of Chapter XIV of the Constitution of the Church of Ireland, Pensionable Stipend shall be as follows with effect from 1 January 2012:*

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

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

### 25. PRIORITIES FUND

- (a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2012:

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**ALLOCATION OF GRANTS FROM 2011 PRIORITIES FUND**

<b>Ministry</b>	€
Arrow Leadership Ireland – Funding to enable this organisation to award bursaries to those from a Church of Ireland background, to participate in the leadership programme	5,000
Biblical Association for the Church of Ireland – Financial support for a three year programme of conferences and training and to establish BACI as fiscally independent for the future	2,000
Parish Development Working Group – Funding to enable a third programme of parish development for the Church of Ireland – (Stg€10,000 per year for 2 years) – Second year	11,972
The Church of Ireland Theological Institute – Funding to facilitate a programme for Continuing Ministerial Education and lay training – (€65,000 per year for 5 years) – Second year	65,000
The House of Bishops – To support continuing ministerial education in the dioceses	40,000
United Dioceses of Cashel and Ossory – Funding for the development of new programmes of theological, historical, pastoral and faith formation, in conjunction with St Patrick’s College, Maynooth	1,000
<b>Sub-total</b>	<b>€124,972</b>
<b>Retirement</b>	
C of I Clergy Pensions Fund – Additional income for most needy	1,857
<b>Sub-total</b>	<b>€1,857</b>
<b>Education</b>	
Drumgoon Parish (Kilmore) – Funding for the development of Religious Education in St Aidan’s Comprehensive School, Cootehill, Co Cavan	1,250
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) – Third year	1,000
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) – Third year	3,000
<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>	
3Rock Youth (Dublin and Glendalough) – Funding for competent, imaginative and accredited training of leaders in the dioceses	2,000
Ballymena Rural Deanery Youth Project (Connor) – Financial assistance for the creation of an innovative approach to youth ministry within the greater Ballymena area – (Stg€1,500)	1,796
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) – Third year	17,958

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Clogher Diocesan Board of Social Theology in Action – Financial assistance for the provision of a resource for young people, dealing with the results of alcohol misuse – (Stg€1,500)	1,796
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) – Second year	10,775
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 : €5,000 – Second year : €4,000 – Third year) – Third year	4,000
Derry and Raphoe Youth – To assist financially with the running of the diocesan youth programme and outreach into the community – (Stg€1,800)	2,155
Down and Dromore Youth and Children’s Department – Financial assistance for the production of a family faith resource, for teaching children faith in the home – (Stg€1,000)	1,197
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) – Third year	11,972
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) – Second year	5,000
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) – Third year	2,394
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) – Third year	1,197
Magheraculmoney Parish (Clogher) – Funding to develop a variety of new programmes, to reach the youth in Kesh and wider area – (Stg€10,000 – First year : Stg€5,000 – Second year : Stg€3,000 – Third year) – First year	11,972
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) – Second year	11,972
Saintfield Parish (Down) – To assist financially with a project to encourage young people and children, in Saintfield village and district, to discover there is a better way of living – (Stg€5,000)	5,986
Solas Project – CORE at St Catherine’s (Dublin) – Financial support for the costs involved in four new initiatives, to develop these into sustainable programmes	10,000
Summer Madness (NI) – Funding for the ‘Wear It Out’ initiative, to enable young people address the issue of consumerism in our lives and the impact of our lifestyle choices on others – (Stg€1,500)	1,796
The Basement Youth Centre, Newry (Dromore) – Financial assistance for further development of this youth project, in St Patrick’s and St Mary’s parishes, over the next 3 years – (Stg€10,000)	11,972
Xpression (Armagh) – To assist with the ongoing development of the Xpression cross community outreach initiative – (Stg€1,000)	1,197
<b>Sub-total</b>	<b>€22,385</b>

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### Community

Church of Ireland Board for Social Responsibility (NI) – To assist with the production of materials on social work/counselling services, in a range of European languages – (Stg£4,750)	5,687
Church of Ireland Historical Centenaries Working Group – Funding for a series of Day Seminars for bishops, clergy and laity, where historians and theologians will advise and facilitate the response of the Church of Ireland, to the significant historical commemorations during the next decade	3,000
Church of Ireland Working Group on Disability – To assist financially with a needs assessment of the disabled community in the Church of Ireland, across the whole of Ireland – (Stg£2,000)	2,394
St John’s Parish, Stoneyford (Connor) – Funding for the purpose of overcoming sectarianism and parading issues in Stoneyford, by working in partnership with community stakeholders and certain groups in particular – (Stg£10,000 – First year : Stg£5,000 – Second year : Stg£5,000 – Third year) – First year	11,972
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) – Second year	29,929
The Mageough Home, Dublin – Funding to assist with the cost of fittings for the chapel	1,500
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) – Second year	23,943
WellSpings of Life (Connor) – To assist with the fitting out of a suitable area, for provision of support and intervention to recovering addicts – (Stg£1,500)	1,796
Willowfield Parish Community Association (Down) – Funding for a project providing advocacy and encouraging community development, in an area of sectarian tension – (Stg£15,000 – First year : Stg£10,000 – Second year) – First year	17,958
<b>Sub-total</b>	<b>98,179</b>

### Areas of Need

Armagh – Madden Schoolhouse Heritage Committee – Financial assistance for community development and regeneration, in an isolated rural community – (Stg£15,000)	17,958
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) – Third year	2,993
Clogher – Muckcross Parish – Financial assistance for programmes and the purchase of equipment – (Stg£2,000)	2,394
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) – Third year	7,183
Elphin – Lissadell Parish – Financial assistance for the furnishing and equipping of the Lissadell Centre, to open it up as a resource for the wider community	12,000

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Ossory – St Lachtain’s Church, Freshford – Funding to enable this parish realise its vision, of using the annexe attached to the church, to reach out to the entire Freshford community	3,000
<b>Sub-total</b>	<b><u>€45,528</u></b>
 <b>Outreach Initiatives</b>	
Christ Church, Londonderry (Derry) – Funding for a project to allow the Church of Ireland to take a leading role in reconciliation within the city, by use of a series of Forum-Theatre workshops, to address a painful aspect of the city’s past – (Stg£2,500)	2,993
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) – Third year	5,986
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) – Second year	11,972
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) – Third year	17,958
CORE at St Catherine’s (Dublin) – Funding to develop new outreach initiatives	4,000
Grouped Parishes of Finaghy and Upper Malone (Connor) – Financial assistance for community and youth outreach ministries in these parishes – (Stg£3,000)	3,592
Holy Trinity and Immanuel Families Outreach Project (Connor) – Funding to enable the development of Messy Church and a holiday club, for largely unchurched families in these urban parishes – (Stg£1,500)	1,796
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) – Second year	8,380
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) – Third year	5,986
Parish of Rathmines with Harold’s Cross (Dublin) – To assist with start-up funding for new expression of church, especially outreach	2,000
St Andrew’s Church, Ballysally (Connor) – Financial assistance to develop ministry to the poor, needy and vulnerable of the parish, through the ‘Show the Love – Care in the Community’ project – (Stg£10,000 – First year : Stg£8,000 – Second year : Stg£5,000 – Third year) – First year	11,972
St Columba’s Community Association (Connor) – Funding to re-establish a church presence in White rock 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) – Second year	9,577
St Mary’s Parish, Ballybeen (Down) – Financial assistance to establish the ‘ACTS’ project as a legally constituted community/caring association and to provide seed capital to develop an already established community based outreach – (Stg£3,000)	3,592
The Dock, Belfast – Seed funding to establish a ministry of connection and outreach, to the unchurched and centreless community in Belfast’s Titanic Quarter – (Stg£25,000)	29,929
Tullamore Union (Meath) – To assist with the provision of a parish based community facility and resources, providing support to the local community, which is not currently available	15,000



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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) – Third year	5,986
<b>Sub-total</b>	<b>€140,719</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) – Second year	23,943
Clones Group of Parishes (Clogher) – Funding for an innovative rural outreach project, cross border with three groups of parishes	1,250
St Guaire’s Parish, Aghadowey (Derry) – Funding to provide an avenue for companionship, for older members of the community, in a rural setting – (Stg£4,172)	4,995
<b>Sub-total</b>	<b>€30,188</b>
<b>Total Allocated</b>	<b>€63,828</b>

Sterling grants have been converted to Euro using the 2011 end of year rate of 0.8353.

Accounts for the year ended 31 December 2011 are included as Appendix O on Page 256  
Contributions to the Fund do not close until the end of February. The amount actually received by 28 February 2012 was €531,212.

Following a recommendation from the Priorities Fund Committee, the Standing Committee in March 2012, agreed that diocesan targets for contributions to the 2013 Fund should not be increased.

## 26. PROVINCIAL MEDIATION PANELS AND SEVERANCE FUND REVIEW

The Review of the Provincial Mediation Panels and the Severance Fund was presented to the Standing Committee at its meeting of January 2012.

The full review appears in Appendix P on Page 258.

The Standing Committee accepted the findings of the Review and asked that its recommendations be progressed. At its March meeting, the Standing Committee agreed to recommend a bill to abolish the Provincial Mediation Panels and a resolution to require Standing Committee to prepare guidelines on pastoral resolution, mediation and arbitration for the use of the Church of Ireland and to make recommendations on the future of the Severance Fund.

**27. REVIEW OF EPISCOPAL MINISTRY AND EPISCOPAL STRUCTURES**

In April 2011, the Standing Committee established a working group to examine the scope and nature of contemporary issues in the provision of Episcopal ministry in the Church of Ireland.

The working group reported to the Standing Committee in March 2012 and its report is Appendix Q on page 263.

The Standing Committee further agreed to submit a list of names to the General Synod for consideration for setting up a Commission on Episcopal Ministry and Episcopal Structures in the Church of Ireland.

**28. WORKING GROUP ON DISABILITY**

In April 2011, the Working Group on Disability requested that the Standing Committee review its terms of reference. The Standing Committee agreed and approved new terms of reference at its April meeting. It further agreed that members of the Disability Working group be appointed in June 2012 for a period of three years.

The report of the Working Group on Disability is Appendix R at page 274.

**29. OBITUARY**

The following members of General Synod died since the last session:

Mr Leslie Johnston

Mr Harold Stewart

Mrs Olive Stanley-Wetzel

Mr Henry Webb

**APPENDIX A**

**RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD**

**1. LEUENBERG CHURCH FELLOWSHIP**

That the General Synod approves the Memorandum of Agreement between the British and Irish Anglican Churches and the Community of Protestant Churches in Europe (the Leuenberg Church Fellowship).

The text of the Memorandum of Agreement can be found in Appendix M.

**2. GUIDELINES ON PASTORAL RECONCILIATION, MEDIATION AND ARBITRATION**

That the Standing Committee shall establish a sub-committee to prepare guidelines on pastoral reconciliation, mediation and arbitration for the use of the Church of Ireland in accordance with the recommendations of the Report presented to the General Synod by the Standing Committee in May 2012 and to make recommendations on the future of the Severance Fund.

**3. CLERGY CODE OF DUTY AND CONDUCT COMMITTEE**

That the Clergy Code of Duty and Conduct Committee 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.

**APPENDIX B**

**WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE  
REPORT 2012**

**MEMBERSHIP**

Rt Rev Michael Burrows (Chair)

Rev Olive Donohoe

Rev Elizabeth Hanna

Ms Ruth Handy (Honorary Secretary)

Most Rev Alan Harper

Rev Canon Patrick Harvey

Mr William Kingston (Honorary Treasurer)

Rev Jonathan Pierce

Ms Alison Rooke

Mr Albert Smallwoods

- Bishops' Appeal income in 2011 was €423,911 and £252,313 as against €715,162 and £255,885 in 2010.
- The 'Educate for Life' Project is the major focus for Bishops' Appeal in 2012 with expression both at national and local levels.
- Bishops' Appeal and Mothers' Union are working together on one strand of Educate for Life; the first instance of our co-operation at an institutional level.
- Our first 'Harman scholar', (the recipient of a scholarship named in honour of the late Dean Desmond Harman) will arrive in Ireland in September 2012 and we hope he will find a welcome throughout our church.
- Ms Lydia Monds took up the post of Education Adviser in July 2011.

**PROVERBS**

An old proverb says that eaten bread is soon forgotten. It is a proverb that seems often true when one reads in Scripture the story of the people of Israel, as they repeatedly forgot the Lord's goodness and loving-kindness toward them and turned away from him, and it is a proverb that is often applicable in many fields of human experience. However, despite the severe economic conditions prevailing in much of Ireland, if one excludes the fluctuating effect on annual income of special collections held from time to time in response to disaster and emergency situations, the ordinary income of Bishops' Appeal has remained very buoyant. This allows our Church to assist some of the world's poorest people as they work their way out of poverty. There are many members of the Church of Ireland who have not forgotten the Lord's goodness.

Lines from the Scriptural book of Proverbs urge that we should not forget the poor because of the recession. "Do not withhold good from those to whom it is due, when it is in your power to act. Do not say to your neighbour, 'Come back tomorrow and I'll give it to you'— when you already have it with you", say the words of Proverbs 3:27-28. Proverbs 21:13 warns that a neglect of the needs of the developing world will bring a penalty on those responsible, "If you close your ear to

the cry of the poor, you will cry out and not be heard.” The book of Proverbs would urge us to sustain and to strengthen our seeking after justice and righteousness in God’s world through our support of partners in the developing world.

### **EDUCATE FOR LIFE**

Proverbs offers us particular insights into the work of Bishops’ Appeal in 2012, a year which marks the 40<sup>th</sup> anniversary of the first collections for Bishops’ Appeal and a year in which our national focus is on education, a matter on which Proverbs has much to say. It expresses an understanding of education as an asset far more valuable than material wealth. “Happy are those who find wisdom, and those who get understanding, for her income is better than silver, and her revenue better than gold”, say the words of Proverbs 3:13-14.

Our national project in 2012 is focussed on education projects run by three agencies, each of which will receive 10% of Bishops’ Appeal’s ordinary income in 2012. “Get wisdom; get insight: do not forget, nor turn away from the words of my mouth. Do not forsake her, and she will keep you; love her, and she will guard you”, urge the words of Proverbs 3:4-5; the education of young people is something that will keep and guard them throughout their lives. Building the capacity to educate young people is the focus of a SAMS youth leadership training programme in Peru, where the training of leaders will have an impact on the young people with whom they work and will bring benefits to the wider communities. Proverbs 31:10-31 acknowledges the importance of empowering women and literacy and development projects supported by Tearfund in Myanmar and by the Mothers’ Union in Burundi and Sudan are changing the lives of individual women, their families, and their communities. The Mothers’ Union literacy and development programme is a groundbreaking project, visited by Ms Lydia Monds, the Bishops’ Appeal Education Adviser in October 2011. It will receive support from Mothers’ Union branches in Ireland as part of their 125<sup>th</sup> anniversary celebrations as well as from Bishops’ Appeal.

Educate for Life will find expression in a number of projects to be supported by individual dioceses. The diocese of Meath and Kildare continues its support for a project at Ubombo in South Africa; Cashel, Ossory and Ferns will support an agricultural education project in Rwanda through CMS Ireland and primary schools in Swaziland through USPG; Derry and Raphoe continue their support of the work of Christian Aid with focus upon agricultural training in Haiti; and Tuam, Killala and Achonry plan a particular emphasis in 2012.

### **HARMAN SCHOLAR**

Educate for Life takes on a very personal focus in the person of our first Harman scholar, who, it is planned, will arrive in September 2012. Following the death of Dean Desmond Harman in December 2007, the Bishops’ Appeal Committee resolved to establish a scholarship in his memory and that resolution is now coming to fruition. Negotiations with CMS Ireland and Gurteen Agricultural College have established a framework for a programme of study for our scholar who is Amos Nsengiyumva, a forty year old lay person from the Diocese of Shyogwe in Rwanda, a partner of CMS Ireland. He is a member of a group who run a training farm, and is a catechist in the diocese; he is married with daughters of ten and seven years old. The Bishop of

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Shyogwe plans that, after the agricultural training and theological reflection, Mr Nsengiyumva will be ordained; the training he receives here in Ireland will then be communicated to entire communities. Dean Harman always insisted that Bishops' Appeal attempted to use its funds to achieve the maximum possible impact. The scholarship is something that will have a large multiplier effect, the training of one person changing countless lives. It is hoped that Amos will find a warm welcome throughout the Church of Ireland.

### **MS LYDIA MONDS**

Mr Martin O'Connor retired as part-time Education Adviser to the Bishops' Appeal Committee at the end of January 2011 and at the 2011 General Synod the Committee was pleased to record its sincere thanks to him for the seven years of intensely committed service he gave to the work of the Appeal.

In July 2011, Ms Lydia Monds succeeded Mr O'Connor as Education Adviser. Ms Monds came to the post with qualifications and experience that were perfect for the role. A theology graduate and qualified secondary school teacher; Ms Monds studied international development, worked in Swaziland and Rwanda, and had been working in the field of international development for two years prior to taking the post with Bishops' Appeal. A gifted musician, a leading member of the Discovery project among new arrivals to Ireland based at Dublin's Saint George and Saint Thomas' Church, Ms Monds has been fulfilling a very full programme of commitments that has extended across the length and breadth of the country.

Each year, it must be emphasized that, with the exception of the single part time post held by Ms Monds, 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 and every contribution the Appeal receives.

### **CONTRIBUTIONS TO BISHOPS' APPEAL**

Church members are reminded that through a desire for transparent fundraising processes and to ensure Bishops' Appeal complied with legislation, parishes are requested to send collections for the Appeal directly to Church of Ireland House. A clear paper trail, from donor to the intended recipient, is important and the former system, whereby funds were lodged to diocesan accounts before being forwarded to Bishops' Appeal at a later date, lacked clarity. Funds received from parishes are still credited to diocesan totals, as has always been the case.

### **TAX EFFICIENT GIVING**

Bishops' Appeal continues to welcome tax efficient giving; the amounts received have become important in times of reduced income. Taxpayers are reminded that tax-efficient schemes are available in both parts of Ireland whereby donations to Bishops' Appeal can be enhanced at no extra cost to the donor. In the Republic the scheme applies to taxpayers making a donation of €250 or more in the tax year. Taxpayers in Northern Ireland can avail of the Gift Aid scheme.

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Details of both schemes are available from the RCB office in Church House, Dublin and Church of Ireland House, Belfast.

### **THANKS**

2011 was a year of transition in the life of Bishops' Appeal and the Committee would wish to express particular thanks to the staff in Church of Ireland House who assisted its work through the year and especially in the five months when there was no Education Adviser and no regular Bishops' Appeal presence in Church of Ireland House. Once again we express our 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 2011**

**FUND ACCOUNT**

	Year ended 31 December	
	2011	2010
	€	€
<b>INCOMING RESOURCES</b>		
Contributions	701,172	996,763
Deposit Interest	2,972	3,440
Sterling translation gain	2,525	1,332
Tax refunds	21,828	12,259
	<u>728,497</u>	<u>1,013,794</u>
<b>RESOURCES EXPENDED</b>		
Grants	688,532	907,637
Printing and stationery	7,548	11,968
Administration & Personnel costs	19,380	30,821
	<u>715,460</u>	<u>950,426</u>
Surplus/(Deficit) for year	13,037	63,368
Balance at 1 January	156,544	93,176
Balance at 31 December	<u>169,581</u>	<u>156,544</u>
<b>EMPLOYMENT OF FUNDS</b>		
Available for distribution	169,581	156,544
Balance at 31 December	<u>169,581</u>	<u>156,544</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2011, €1 = £0.8353 (2010: €1 = £0. 8607).

**ACCOUNTANTS' REPORT**

The Standing Committee is responsible for preparing the Income and Expenditure and the Fund Account for the year ended 31 December 2011. We have examined the above and have compared it with the books and records of the Fund. We have not performed an audit and, accordingly, do not express an audit opinion on the above statement. In our opinion, the above statements are in accordance with the books and records of the Fund.

PricewaterhouseCoopers  
Chartered Accountants  
Dublin  
March 2012



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**BISHOPS' APPEAL CONTRIBUTIONS**

	2011		2010	
	Stg£	€	Stg£	€
ARMAGH	39,725	3,090	62,662	6,922
CLOGHER	18,426	2,823	42,152	6,039
CONNOR	58,314	-	25,491	100
DERRY & RAPHOE	49,064	24,685	64,665	37,570
DOWN & DROMORE	70,508	-	39,432	-
DOWN DROMORE & CONNOR	-	-	-	-
KILMORE	987	17,412	1,797	12,124
ELPHIN	-	9,693	-	17,508
CASHEL & OSSORY	-	55,728	-	66,641
FERNS	-	21,203	150	35,727
CORK	-	25,072	-	55,052
DUBLIN	-	187,374	20	300,350
LIMERICK	-	14,801	-	46,290
MEATH & KILDARE	-	20,301	-	49,878
TUAM	-	2,284	-	13,415
INDIVIDUALS (INCL. LEGACIES)	-	-	7,957	64,924
OTHER	<u>5,734</u>	<u>26,083</u>	<u>305</u>	<u>-</u>
TOTALS	<u>242,758</u>	<u>410,549</u>	<u>244,631</u>	<u>712,540</u>

TOTALS IN EURO	<u>701,172</u>	<u>996,763</u>
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**BISHOPS' APPEAL GRANTS PAID**

TYPE OF DEVELOPMENT	2011	2010
	€	€
Disaster Relief	216,300	414,294
Health & Medical	81,626	109,161
Education/Communications	159,880	64,523
Rural Development	<u>230,726</u>	<u>319,659</u>
Totals	<u>688,532</u>	<u>907,637</u>

DEVELOPMENT AGENCY

Christian Aid	333,042	413,649
CMSI	46,914	14,523
Feed the Minds	31,302	-
Tearfund	31,951	56,930
Others	<u>245,323</u>	<u>422,535</u>
Totals	<u>688,532</u>	<u>907,637</u>

**BISHOPS' APPEAL GRANTS PAID**

**GEOGRAPHICAL LOCATION**

**AFRICA - €270,941;Stg £174,692**

Agriculture Programme	Rwanda	Christian Aid
AIDS Programme	Uganda	Tearfund
Building Programme	Ethiopia	Habitat for Humanity
Cerebral Palsy Programme	Uganda	Motivation
Disaster Risk Reduction	Malawi	Christian Aid
Food Security	Ethiopia	Christian Aid
Food Storage Units	Sierra Leone	Christian Aid
Fuel Efficient Stoves	Eritrea	Vita
Health Education	Tanzania	Oxfam
Horn of Africa Appeal	Africa	Christian Aid
Jacaranda Farm	Kaduna	Direct
Life Skills Programme	Angola	Christian Aid
Literacy Programme	Sierra Leone	Feed the Minds
Meath & Kildare Diocesan Project	Malawi	Direct
Meath & Kildare Diocesan Project	Ubombo	Direct
Niger Emergency Relief	Niger	Christian Aid
Rainwater Projectf	Kenya	CMSI
Safe Water Project	Uganda	Aidlink
School Kitchen	Rwanda	Direct
Self-help Groups	Ethiopia	Tearfund
Vocational Training Centre	Sudan	Direct
Water of Life Project	Africa	Fields of Life
Women's Literacy	Ethiopia	CMSI

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**ASIA - €74,610;£28,467**

Childcare Programme	India	GOAL
Community Fisheries	Cambodia	VSO
Dr Graham's Homes	India	Direct
HIV/AIDS Project	Tamil Nadu	Friends of HOPE
Japanese Earthquake Emergency	Japan	USPG
Pakistan Emergency Relief	Pakistan	Direct
Water of Life Project	Afghanistan	SAFE
Women's Training	India	Feed the Minds

**CENTRAL AMERICA - €10,000**

Youth Programme	Honduras	GOAL
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**NORTH AMERICA - €33,002;£24,860**

Haiti Emergency Relief	Haiti	Christian Aid
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**SOUTH AMERICA - €20,000**

Community Development Programme	Peru	Christian Aid
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**OTHER - €7,000**

RTE TV Documentary	Developing World	KMF Production
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**APPENDIX C**

**BISHOPS' CONFERENCE ON HUMAN SEXUALITY**

**Bishops' Conference: 'Human Sexuality in the context of Christian Belief'  
Conference Statement by the Archbishop of Armagh and the  
Archbishop of Dublin**

Over the past 24 hours, 450 General Synod members of the Church of Ireland (together with several ecumenical guests) have come together from across the island and all the dioceses of the Church to engage with each other on this subject in innovative ways. It has been a substantial conversation reflecting strongly held convictions characterised by clarity of expression without judgmentalism. The conference enabled interactive engagement by participants from a wide range of different perspectives, focusing on complex and sometimes contentious issues. The climate was one of respectful dialogue, all the more valuable for its structured mixing of people who have not before come together or conversed in such depth.

The format included a range of facilitated seminars on themes as diverse as the welcome provided to gay people in church to recent changes in legislation to whether or not there can be 'agreeable disagreement' over gay clergy. It further involved listening to the direct experience of gay Christians and to parents of gay children. There was a clear appreciation of the integrity and principled positions of those expressing different views. It has become clear that there is a breadth of opinion in the Church of Ireland on these matters but also a strong sense of the cohesiveness of the Church. While it is acknowledged that there are still difficult issues for us as a Church, there is not an atmosphere of division.

The intention of the conference was one of enabling open discussion, rather than one of articulating policy or making decisions. We observed a common desire to welcome all people to participate in the life of the Church, whilst accepting that there are no easy answers to difficult questions. In response to the Holy Spirit, the Church seeks to witness to society – with humility – rather than simply reflect current popular opinion. The conference comes at a time when there are live cultural and political debates relating to 'same-sex marriage'. Within this context, the Church's position on marriage as being the union of one man and one woman remains constant.

In conclusion, we ask those who have attended to reflect on what they have heard and experienced and to continue the process of talking to each other in their homes, parishes and communities.

ENDS

The Most Revd Alan Harper, Archbishop of Armagh

The Most Revd Dr Michael Jackson, Archbishop of Dublin

## EVALUATION ANALYSIS

	<b>Excellent</b>	<b>V. Good</b>	<b>Good</b>	<b>Avr</b>	<b>Poor</b>
	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
The Venue	48.41	0.44	0.06	0.02	0.00
The Biblical Explorations	5.22	0.31	0.46	0.14	0.03
The Seminars	24.10	0.51	0.22	0.03	0.00
The Round Table discussions	8.96	0.44	0.31	0.13	0.02
Balance of the Programme	10.07	0.43	0.40	0.05	0.01
The opportunity to participate and to contribute	17.88	0.55	0.25	0.02	0.00
	<b>V. much</b>	<b>Quite a lot</b>	<b>A little</b>	<b>Not at all</b>	
Conference has helped me feel better prepared to discuss the issues	23.17	0.46	0.29	0.01	
It has helped me broaden my understanding of other perspectives	16.67	0.41	0.39	0.03	
	<b>Def.</b>	<b>Possibly</b>	<b>Unlikely</b>	<b>Def. not</b>	
Conference format would be useful for the Church to consider other topics	74.85	0.24	0.01	0.00	

**BISHOPS' CONFERENCE - MARCH 2012**

**125 Issues raised from 42 of the 44 Round Table Groups**

**PROCESS**

32

Continue to dialogue – this is only a start – don't rush – develop openness  
More study of Scripture, Tradition, Reason  
Legislation postponed beyond General Synod 2012  
How do we move forward – will answers be circulated?  
Must find a way to hear more gay people  
Need to find a way to continue the conversation  
More Biblical teaching needed  
Middle ground view needs to be heard  
Pastoral care for those who have been hurt by process  
Some fresh perspectives have emerged but not yet ready to decide – a journey  
What may we affirm positively together?  
Shift focus from sexual to moral  
Importance of listening and respect  
Where do we go from here? – we don't know yet  
How do we bring the conference experience to the wider church?  
Take the process to the dioceses  
How do we move issues forward at parochial level?  
Move forward honestly, with compassion and unity against backdrop of rapidly shifting social ethics

**CLARITY FROM THE CHURCH**

24

Is homosexual practice (distinct from orientation) sinful?  
Gay practice – is it acceptable to us/Church/God?  
How can the Church continue to apply discipline consistently?  
Are bishops going to give us a lead?  
Who/what is the source of authority in the Church?  
Who is leading the Church – society or the Lord of the Church?  
What are the distinctives of Christian leadership?  
Difference between gay people and practice - orientation and expression  
Request for statements from individual bishops on personal stance  
Still not clear what the Church is saying/teaching on this issue  
'Law of the Land' allows for civil partnerships - superior to 'law of the Church'!  
Clergy need greater guidance /policy re civil partnerships  
Church needs to give a clear lead about welcome, outreach but also recognition of sin  
Desire to address all human sexuality issues – not only homosexuality  
Sexuality should not be addressed in isolation from other moral issues  
'Singleness' needs to be affirmed  
Need to address how we are relevant in the secular world  
Is it maintaining unity, accommodating diversity, consensus or majority rule?  
Who sets our agenda?

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How much diversity can the Church accommodate?

### **SCRIPTURE**

16

Issue of interpretation – how do we perceive what God says in the Bible?

Place and authority of scripture in the Church

How far is it possible to move away from, but remain true to God's word?

How far does scripture apply to today?

Issue is bigger than homosexuality – about our understanding of scripture

Openness to a hermeneutic other than the one you hold?

Can Christ's love be the overriding context?

### **CONFERENCE**

13

Conference process to be applied more widely at General Synod

A Eucharist would have helped

Excellent process that should be repeated

Request for feedback of overall view

Please publish Summarisers' Reports

Disappointment someone walked out of a seminar

Was a safe place for honest discussion – needed for other topics

Please explore how the same process could be offered at diocesan synods

More time needed at round tables which were the best part of the Conference

Engagement in 'threes' should be encouraged at synods

Willingness to share was honest

Would there be mileage in a published synopsis of the Conference contributions?

Helpful if we had heard the summing-up of other table groups

### **GAY CLERGY**

10

Is there a special responsibility on clergy to model themselves on Biblical standards?

Need a resolution addressing clergy conduct on sexuality

Place of gay clergy/non-celibate gay clergy in the Church

Leaders have a modelling role – should those that don't continue?

Some would like the Church to adopt a policy of not ordaining practising homosexuals

Where does bishop step in in a parish where gay rector causes a split?

Clarification re appointments/ordination of gay clergy

Two standards if clergy and laity are to be treated differently

### **INCLUSION**

How can we be inclusive by staying true to the scriptures?

9

Gays welcome – need to respect all

Can inclusion lead to transformation?

Need to move forward at a pastoral level

How extensive is the 'Welcoming Church'?

Respect for those with whom we disagree

**UNITY**

8

Don't want to split the Church  
How can we not make it an issue that causes a split?  
Travel together  
Unity of the Church matters above all else  
Respectful moving forward together  
The law of Grace is the law

**MARRIAGE**

6

Christian marriage defined  
We need to articulate what we mean by Christian Marriage  
How can we hold to traditional teaching on marriage yet have space for all marginalised groups?  
What is the normative context for sexual relationships in relation to scripture?  
Are we reaffirming or redefining marriage in the Church?

**LEIGHLIN**

3

Can the bishop involved be held accountable for his actions?  
What is the Church's response to the actions in Leighlin?  
Can be seen as prophetic or as act of dis-unity/dis-respect in a time of waiting

**IN SUMMARY**

4

Involves the tension between those who say "let us get on with one another" and those who say "this is a matter of principle that requires prophetic/moral leadership".  
How can we be confident of the way ahead that it is scripturally based and inclusive?  
What are the limits of diversity in practice, while maintaining integrity?  
+Gregory's questions – How long can we continue to be unjust? How far can we move from holy scripture and remain faithful to Christ's teaching?



## APPENDIX D

### BOARD FOR SOCIAL THEOLOGY IN ACTION REPORT 2012

#### Membership

Mr Andrew Brannigan

Mrs Anne Brown (Hon Secretary)

Rev Dr Rory Corbett

Rev Adrian Dorrian (Chair from June 2011)

Mr Kenneth Gibson

Very Rev Kenneth Hall

Most Rev Alan Harper

Mr Samuel Harper

The Most Rev Dr Michael Jackson (Chair until June 2011)

Rev Vicki Lynch (Vice Chair from June 2011)

Mrs Hilary McClay

#### Function

- The 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 Board for Social Theology in Action is reactive and responds to reports and documents and is 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 have to be submitted to the Standing Committee for approval.
- Areas of interest (not exhaustive) - the environment, ecumenics, political and European issues, legislation, health and social care and medical ethics.

#### Executive Summary

The Board for Social Theology in Action, newly formed in 2010, began to find its feet in 2011. This included the appointment of a chair, vice chair and honorary secretary. The members of the board warmly welcomed the news of the translation of its interim chair, the Rt Rev Dr Michael Jackson to the Diocese of Dublin.

The Board continued to engage with the Northern Ireland Assembly in a number of areas. This included a meeting with the Minister for Social Development on the issue of extending Sunday trading hours. The meeting was positive and a broad conversation with the Minister was seen as a very useful engagement – other areas covered included gambling laws and measuring the contribution of volunteers to the community.

The Archbishop of Armagh, with some support from members of the Board, spent time in the latter part of the year engaging with government locally and nationally on the issue of welfare reform. The Board also welcomed a representative from the Northern Ireland Fuel Poverty Coalition to address one of its meetings.

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Work also began in 2011 on a DVD resource for Parishes. The aim is to highlight best practice in community involvement in the Church of Ireland, looking at examples from across the Church. Filming has begun on this, and it is expected that it will be launched in 2012.

The Board has begun work on an Environmental Charter for the Church of Ireland. It is hoped that an update can be presented to the General Synod. The Board also intends to undertake a study on the issue of the pricing of alcoholic drinks and its implications for society and in particular, youth drinking.

One issue faced by the Board has been representation from across the Church. The majority of applicants when the Board was being formed came from Northern Ireland and this has skewed the political engagement of the Board to primarily Northern issues. However, it is anticipated that the membership will expand to include broader representation in 2012.

Momentum continues to build for this new Board, and its members look forward to the year ahead with anticipation.

**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)
Mrs Ruth Buchanan	(January 2012)
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 and the use of wider social media channels, including the development of a policy on usage;
- To encourage streaming of church services on a diocesan basis;

**Terms of Reference**

- Initiate policy in relation to the communications strategy of the Church
- Co-ordinate the work of the sub-committees
- Report annually to the General Synod

**Executive summary**

The Press Office provided support to central committees, DCOs and dioceses, senior Church personnel and to those exceptional events that punctuate the life of the Church. The Board members continued to explore ways of refreshing the vision for Church communications by using social network media. A further reprint of the large print Church Hymnal was arranged through the Synod and Communications Dept and the full music edition has been reprinted by Oxford University Press. A copyright seminar was hosted for NI parishes in December 2011 and further information seminars on this subject are planned for the Republic of Ireland in 2012. Support has been provided to the LAC in respect of its liturgical initiatives.

**Report**

**New Media**

In 2011-12, the members of the Central Communications Board (CCB) discussed the potential to use new media to extend the range and effectiveness of Church of Ireland communications. Mr Greg Fromholz addressed the Board making various suggestions based on his experience in using these forms of media in ministry to youth.

Based on these reflections the CCB appointed a small sub-committee to produce an item suited to electronic media distribution to promote the Bishops' Vision Statement – Growth, Unity, Service.

The Church of Ireland presence on Twitter and on Facebook is now well established as a vehicle for news dissemination. Both media are also used increasingly by members of the Church to exchange news and views demonstrating organic growth of an informal Church of Ireland presence on these platforms: Electronic media is now the predominant means of distributing Church news and printed news sources, including the print version of the Church of Ireland Gazette, now represent a significantly smaller portion of news distribution channels than in the past. A new independent news source was launched during the year – churchnewsireland.org. This electronic source focuses primarily on Church of Ireland news using an RSS feed from the main Church website, but has added many local and diocesan sources during the year. It also picks up extensively on global Anglican news.

Facebook.com/churchofireland

Twitter.com/churchofireland

### **Streamed Services from St Patrick's Cathedral, Dublin**

In January, the CCB congratulated St Patrick's Cathedral on becoming the first Church of Ireland cathedral to stream services live on-line.

Services can be picked up by parishioners and other members of the Church from any location in Ireland on a home computer linked to the internet or via 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. It should also be possible to watch on a home TV set linked to the internet. For information regarding the set-top box please contact churchservices.tv, which is the service provider. Parishes seeking information regarding streaming their services on-line should contact the same provider. This service is not only of use to sick and housebound individuals, but can also be helpful in keeping links with parishioners who are travelling, emigrating or in the case of weddings and funerals, to provide a connection if someone living overseas cannot attend in person.

### **DCO**

In January 2012, the Board welcomed the appointment of a new Dublin Communications Officer, Mrs Lynn Glanville. Lynn brings extensive experience as a newspaper journalist to the role.

### **Publishing**

The production of the *Church of Ireland Handbook* has been referred to an editor and work is ongoing on this complex project.

### **Press Office**

The Press Office continued to act as the point of liaison and facilitation between the Church and both the general/secular and religious media across the island of Ireland, Great Britain and occasionally beyond. The Press Officer and Press Office Administrator enjoyed working closely with Diocesan Communications Officers and Diocesan Magazine Editors, and with various central committees and organisations affiliated to the

Church. Spokespeople were put forward to speak to the media on a variety of subjects and a steady level of communication was continued with the main daily newspapers and broadcasters North and South and with the *Church of Ireland Gazette* in particular. A significant volume of centrally generated press releases were issued over the calendar year on a wide range of topics, from public comment on social issues by the archbishops, bishops and the Board for Social Theology in Action to responses to news events, all of which were issued simultaneously to the Church of Ireland website and via Facebook and Twitter. A regular flow of news information from the General Synod and from the meetings of its Standing Committee was also maintained.

During the year a number of significant occasions and stories in which the Church played its part were highlighted to the media, including: HM Queen Elizabeth II's state visit to the Republic of Ireland; the election and consecrations of two new bishops of Tuam, Killala & Achonry and of Clogher; the installations of new deans and election of the new Dean of St Patrick's Cathedral, Dublin; the presence of President Mary McAleese to the Law Term Service at St Michan's, Dublin in October and the newly elected President of Ireland, His Excellency Michael D. Higgins at St Patrick's Cathedral, Dublin on Remembrance Sunday 2011. There was also considerable media attention on the Church of Ireland and current debates on human sexuality which required responses and public comment including the release of the bishops' pastoral letter in October 2011. The Press Office also provided an interface between the bishops' conference 'Human Sexuality in the Context of Christian Belief' in March and watching audiences. Also in March, the Press Office publicised the Church's historical and theological conference 'Sober Reflections' marking the centenary of the Ulster Covenant of 1912.

Despite limitations of budget, media training continued to be a priority, the Press Office facilitating training for new bishops and deans through the good offices of the Church and Media Network, and providing 'in-house' refresher training to key Church spokespeople; an annual communications module was also delivered to clergy in training at CITI in March. The Press Office is always keen to support the many efforts of communicators at local level and in addition to providing day-to-day support to regular callers from parish situations, it continues to run the annual CCB communications competition, which acts as a platform for recognition for those producing newsletters/magazines, websites and using social media in its various guises in local, diocesan and organisational situations.

## LITERATURE COMMITTEE

### MEMBERSHIP

Dr Kenneth Milne (Chairman)  
Professor Raymond Gillespie  
Rev Peter McDowell  
Ven Richard Rountree  
Rev Bernard Treacy OP  
Ms Cecilia West (resigned September 2011)  
Very Rev Stephen White  
Dr Raymond Refaüssé (Honorary Secretary)  
Mrs Janet Maxwell (*ex officio*)

In attendance:

Dr Susan Hood, Publications Officer  
Dr Paul Harron, Press Officer

### EXECUTIVE SUMMARY

In 2012 the Committee will set out to

- Promote church-related publication within and beyond the Church of Ireland;
- Manage Church of Ireland Publishing in the new economic climate;
- Evaluate applications for support from the General Synod Royalties Fund.

### 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.

The following titles were published in 2011:-

Andrew Brannigan, *Youth games tried and tested*.

Michael Kennedy, *The Book of Common Prayer 2004 commentaries* (electronic resource).

Earl Storey & Robert Miller, *The extra mile: volunteering, church and community*.

Rev Brian Mayne (ed.) *Sunday and weekday readings 2012*.

Dr Kenneth Milne (ed.) *Journal of the General Synod 2010*.

### PUBLICATIONS OFFICER

The Publications Officer worked with the authors and editors of the titles listed above and continued to provide advice for aspiring authors and editors.

### GENERAL SYNOD ROYALTIES FUND

The Committee recommended the following grants:-

€4,000 to APCK for the production of pamphlets on mission and on the Irish language.

€3,500 & £2,250 to the Internet Committee for the hosting and support of the Church of Ireland website.

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€2,000 to the Liturgical Advisory Committee towards the ongoing development of electronic liturgy in 2012.

€2,000 to the Liturgical Advisory Committee for its ongoing work in 2012.

### **ACTION PLAN 2012**

- Will develop its structures for promotion and marketing, sales and distribution.
- Promote the use of electronic publishing as well as traditionally printed material to maximise the use of resources.
- 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.

## **BROADCASTING COMMITTEE**

### **Members**

Ms Ruth Buchanan  
Mr Roger Childs  
Revd Eileen Cremin (Chair)  
Very Revd Tom Gordon  
Mr Paul Loughlin  
Revd Dr Bert Tosh

### **In attendance**

Mrs Janet Maxwell: Head of Synod Services and Communications  
Dr Paul Harron: Press Officer

### **Executive Summary**

The Committee furthered its engagement with the Religious News Network (RNN) the local radio religious news service and welcomed the Church's new representative on RNN, Mr Paul Loughlin to the Committee. The Committee also extended its interest in the greater convergence between broadcast and web/internet based content with regard to Church material. Copyright issues relating to web-based content were explored and advice on this subject was added to the guidance provided on the website. Industry links were maintained with the main broadcasters, the Churches Media Council, Westminster Media Forum and Ofcom.

### **Webcast religious services**

During 2012, Catholic Ireland Ltd (catholicireland.net) a provider of online streamed services for churches, reported that they had further reduced the costs of setting up this service to under €10,000/£8,500. The Committee received a report that one cathedral was considering a pilot scheme and advice was given on copyright issues involved. Relevant licences may be obtained from Christian Copyright Licensing International, based in Eastbourne Sussex. Examples of streamed services may be viewed at <http://www.churchservices.tv>. Annual hosting costs are approximately €250 + VAT (£215 +VAT approximately). The Committee continues to encourage dioceses and cathedrals to give serious consideration to this form of witness.

### **Church and Media Network, Westminster Media Forum, Ofcom**

The Committee remains in contact with these organisations which provide key networking and industry information contacts. The Church and Media Network assisted the Church of Ireland with broadcast training for a number of senior clergy, bishops and committee spokespersons. The Westminster Media Forum remains a useful source of information in respect of legislation, in particular the forthcoming Communications Bill (UK).

### **Broadcast Training**

The Committee thanks the Revd Dr Bert Tosh for assisting the communications team in providing a short course in communications to the Ordinands at the Theological Institute.



Dr Tosh lectured on skills and techniques for broadcast services. Other training was provided courtesy of the Church and Media Network for which the Committee is grateful.

## **BBC**

Mr Martin O'Brien, the long-time editor of Sunday Sequence, left the programme in 2011. The Committee wishes him every success in his new position and also a full recovery from recent illness. Mr Seamus Boyd took up the role of Producer of Sunday Sequence and the Committee hopes to invite Mr Boyd to address a committee meeting in the coming year.

In December 2010, the BBC and the British Government agreed that the licence fee should be frozen at its present rate for six years. In effect, this means a reduction in BBC income of some 16%. Much thought and many words have been devoted as to how the BBC will cope with this and, while not every part will feel the reduction equally, no part will remain unaffected. It is still extremely difficult to say what the effects will be on any particular area of programming.

Certainly programmes about religion and, in particular those with some historical slant have had a reasonably high profile of late on BBC network programmes and have not, as often in the past, been relegated to times when audiences traditionally are smaller.

Religious and ethical programmes still have an important place in the schedules of BBC Radio Ulster and in particular *Sunday Sequence* continues to examine those areas where religion, ethics, social affairs interact.

We continue to be extremely grateful to all those people who write and deliver scripts, take part in discussions and conduct worship. Without their contributions, our output would be poorer.

## **RTE**

2011 was, of course, a challenging year for everyone, but RTÉ Religious Programmes have largely weathered the storm. Three short series of *Would You Believe?* delivered higher audiences than in recent previous years, in terms of both share and numbers. Programmes ranged from a “Special Investigation” into the role played by the Vatican in handling clerical abuse (which generated international headlines and contributed to an unprecedented critique of the Vatican by the Taoiseach) to an observational film about a dying Wexford mother, Eimear Maher, which achieved one of the year’s highest audience approval ratings of 91.7%.

*The Meaning of Life, with Gay Byrne* returned with more face-to-face interviews with public figures, including Martin Sheen, Michael Parkinson, Ben Dunne and Brendan O’Carroll. The series continues to deliver good audience and share for conversation which often reveals surprising depth and spirituality in its guests and the programme was rewarded with a nomination for a IFTA (Irish Film and Television Award).

On Radio 1, RTE launched a weekly religious magazine, *The God Slot*, presented by Eileen Dunne, which offered a mix of debate and features from across the religious spectrum. By Christmas, the Irish Catholic’s critic, Brendan O’Regan, was calling it the country’s “best regular religious show.”

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A notable broadcast during the year was RTE's Nationwide on 12<sup>th</sup> December which was a special programme looking at the lives of some members of the Church of Ireland in the modern era. It featured the 250<sup>th</sup> anniversary of Wilson's Hospital School; a visit to speak to parishioners at St Mogue's, Fethard (New Ross, Ferns Diocese); and an interview with Archdeacon Richard Rountree in Powerscourt about the many duties associated with parish life.

In terms of worship, RTE maintained the usual varied diet of denominational Christian *worship*, including both studio and outside broadcasts. Once again, RTE Radio 1 broadcast the *Remembrance Sunday Service and the Festival of Nine Lessons & Carols* from St Patrick's Cathedral, Dublin. Radio worship production passed seamlessly into the hands of an independent company, Kairos Communications, initially for a 12-month period. Television output included a few specials, such as the *multi-faith commemoration of 9/11*; *Carols from the Castle* on Christmas Eve; and *Kneeling In The Years*, a celebration of 50 years of broadcast worship, to mark RTÉ TV's 50<sup>th</sup> birthday.

## APPENDIX F

### CHILDREN’S MINISTRY NETWORK

Rev Henry Blair	Mr Peter Hamill (Chair)
Mrs Margaret Brickenden	Mrs Alison Jones
Mr David Brown	Rev James Mulhall
Mrs Julie Currie	Rev William Paine
Rev Ian Ellis	Mrs Tammi Peek
Mr Kenneth Fennelly	Mrs Joanne Quill
Mrs Margaret Fullerton	Rev Anne Skuse
Rev Jane Galbraith	Rev Anne Taylor (Secretary)

### INTRODUCTION

The Children’s Ministry Network (CMN) has held three meetings since its inception in June 2011. The Network is a group comprised of a representative from each diocese nominated by the bishop and also a member of the House of Bishops, the Board of Education Secretaries, The Church of Ireland Youth Department Ministry Co-ordinator and up to three co-opted members including a representative from the Sunday School Society.

Following a wide ranging discussion of the profile and needs of children’s ministry in each diocese, the members have identified three areas of work outlined below, as being crucially important to the future of this ministry in the Church of Ireland.

In identifying these areas the Network recognises that although children’s ministry and youth ministry have some overlapping interests, it is of the view that children’s ministry is unique and deserves targeted attention. The group also believes that children’s ministry has significant catching up to do to match the capacity and scope of youth ministry which has enjoyed recognition and support for many years.

The Network therefore is of the view that it should begin by focussing its energies on enhancing the status and developing the capacity of children’s ministry within the dioceses. The Network needs its own separate platform from which to develop this vital ministry. Whilst acknowledging the uniqueness of children’s ministry, the Network recognises the importance of maintaining a close working relationship with the Church of Ireland Youth Department and with diocesan and parish youth workers.

### Key areas of work identified by the Network:

#### SUPPORT

Through the Network, there should be a relational approach to supporting grass roots leaders, diocesan representatives and clergy who are engaged in children’s ministry. The Network highlights the important role of clergy in promoting and supporting children’s ministry within their parishes. The Network recommends that each diocese should have a well resourced Children’s Ministry Representative.

## **TRAINING**

There should be opportunities for parish and diocesan based training designed and delivered appropriately to meet local requirements. The Network has set itself an aim to implement a local training event in each diocese within the next two years. It believes much could be achieved by extending and sharing existing training programmes.

## **RESOURCES**

The Network aims to provide up-to-date information on a range of curriculum and other resources for use in children's ministry in parishes. A key recommendation is the development of a website to provide easy access to this information. This website could also be used to announce details of training events throughout the dioceses and provide recommendations/reviews of suitable resources. The Network suggests that this website be located within the official Church of Ireland website and foresees it as an important means of inspiring and equipping children's ministry.

In conclusion, the CMN highlights the priority of developing these three areas through a practical response and to review its progress regularly. The Network acknowledges that the diocesan Children's Ministry Representatives work in very different settings ranging from those employed as full-time children's officers to those who are volunteer workers. The Network urges dioceses to raise awareness of the Children's Ministry Representatives and to appropriately support them in carrying out their ministry. The CMN wishes to thank the Standing Committee for its support in taking forward this initiative and looks forward to a continued role in developing this vital ministry in the Church of Ireland.

## APPENDIX G

### THE WORKING GROUP ON TIED HOUSING - REPORT

#### Committee Membership

The Rt Rev Alan Abernethy  
Rev Brian Harper  
Rev Malcolm Ferry  
Mrs Judy Peters  
Ms Ruth Handy  
Mr Roy Benson

#### Terms of Reference:

The Working Group on Tied Housing was asked by the Standing Committee to provide advice on the question of housing provision for clergy. For some years, there has been a feeling that clergy may prefer to purchase their own property rather than live in a rectory. We have considered this issue and the steps that may be required to allow this choice.

#### Executive Summary:

1. Many of the fears and concerns about living in a tied house can be overcome.
2. If it is necessary for the incumbent to own his/her own property, then the structure is already in place for this to happen.
3. A decrease in the use of rectories will have serious implications for mobility of clergy.

#### Recommendations:

- Improved education of Select Vestries on the need to maintain property to the same standard as their own homes.
- Whilst a retirement preparation course is available, there should also be the provision of independent financial advice to all clergy 15-20 years prior to their expected retirement date.
- Greater independence for the incumbent regarding maintenance. This might involve being given a rolling budget for repairs and decoration.
- A change in the Glebe Lease agreement to provide longer tenure following bereavement or unplanned retirement through ill health.
- An audit of the size of existing rectories, the actual accommodation requirements, and the energy efficiency of these rectories.
- Greater authority exercised by Rural Deans/Diocesan Property Committees regarding maintenance and provision. This should apply to both Select Vestries and incumbents.

## **Report:**

It has been the tradition of almost all Christian denominations to provide suitable accommodation for those who minister full-time. Many older, larger rectories have now been sold and replaced with modern homes which, nevertheless, are still larger than the average house in the parish. The maintenance of these houses is the responsibility of the Select Vestry.

There is an obligation for suitable accommodation to be provided and an obligation for the incumbent to reside in such accommodation. However, there are exceptions permitted under Ch IV sec 51 (5) of the Constitution which provides *inter alia* that “a free residence shall be deemed to be provided where a monetary allowance considered by the diocesan council to be sufficient is made in lieu thereof.”

**It is our understanding that it is therefore already possible for a parish to provide an incumbent with a monetary allowance which could be used by the incumbent to purchase their own residence. All such allowances are taxable.**

However, Ch IV sec 37 limits the geographical location of the residence so that it is convenient for the discharge of the incumbent's duties.

There are three primary issues that can be identified regarding any policy of allowing incumbents a choice of living in a provided residence or purchasing their own.

### **1 Cost to the Parish**

In most instances, an agreement to allow an incumbent the option of purchasing their own residence will require that the parish either sell or let the existing rectory and even then, the income may not meet the required expense. The purchased property would need to be a much more modest house than the traditional rectory, unless the rector had other private income. The following comment was received from a diocese in Canada: “The average cost of maintaining a rectory is approximately CA\$5,000 and the average living allowance is CA\$13,500. We have found that for any parish that is financially on the edge, the sale of the rectory just pushes them over.”

There would need to be a considerable amount of work done in both the finance and legal departments to ensure that such a system was properly and fairly managed for the protection of the parish. It would be good practise, if a rectory were to be sold, that the capital be retained so that a residence could be purchased for a future incumbent, with only the interest being used to defray expenses. In the current climate, this would be impossible.

There is a very complicated scenario around the provision of a deposit for a property. If this is provided by the parish or centrally, how might it be recovered? If it must be provided by the incumbent, then those clergy who have no private means are thus excluded from such a scheme, thus defeating the aim of assisting clergy onto the property ladder.

There are also further financial issues which arise if the incumbent owns his/her own home as the principal residence. Parishes will need to be advised on the payment of

services and rates, the church buildings rates discount (NI) or tax exemption (RI) may not apply. There would also need to be a discussion with the tax agencies in both jurisdictions concerning the liabilities on any housing allowance.

## 2 Mobility

In former days, clergy were highly mobile, facilitated by the provision of housing. Today, mobility is considerably restricted by educational needs and spouses' employment. Property ownership would add considerably to this loss of mobility. When the market is buoyant, clergy could benefit from a move but when the market is in decline, then there may be considerable financial loss or even, a complete inability to sell. It may be necessary for a central body to undertake to buy property from clergy to enable them to move or retire.

## 3 The Rectory as a public space

In many places the Rectory is used for meetings and counselling. This is the understanding on which the provision of decoration etc for public rooms is based. Assuming that private residences would be much smaller than a “rectory” and possibly located in a residential development, parishes may lose valuable space, albeit provided by the grace of the incumbent.

[Across the Church of Ireland, there is a broad consensus in the regulations in regard to what should be provided. The carpets and curtains in all public rooms are standard. However, there are some dioceses which are non-prescriptive regarding grounds maintenance, security, decoration and assistance with fuel bills. **Considering the design and location of many rectories, there may need to be stronger guidance in these areas.**]

### THE PROVISION OF HOUSING ON RETIREMENT

Retirement is considered to be a crisis point in ministry. The retiree needs to decide where they are going to live. If there has been no provision for property ownership during ministry, and no private funds, then it is not an easy time to purchase a residence for retirement.

The consequences were that either clergy delayed their retirement for as long as possible or that children took on the responsibility of purchasing property for their parents as a long term investment. As these matters are highly personal and often private, it will be difficult to ascertain the extent of such practices other than anecdotally.

Having lived in a large, private residence, often in an “elite” location, retirement means considerable down-sizing. This can be either a relief or a difficulty. The Church of Ireland Retirement Trust (Trinity Housing) provides a part-ownership scheme up to a value of £50,000 and can also advise on rental options.

### THE PROVISION OF HOUSING FOLLOWING DEATH IN SERVICE

In the event of a marriage breakdown or on the death of an incumbent, the partner has a

limited time to vacate the property. In the case of breakdown, the spouse, even if the injured party, must leave the family home. However, this would remain the case if the couple owned their own residence and might even prove more difficult. For example, the incumbent might be the one to leave the home but would still be under an obligation to find accommodation within the parish.

In the event of death in service, the surviving partner and children do face the trauma of losing their home and possibly moving away from their support network. The Glebe Lease commits the deceased's heirs to handing over the residence within only 2 months of the bereavement. While financial support is provided, this can be a very difficult time.

**Is it possible that the time allowed for this process could be extended to 12 months?** Vacancies of this duration are now commonplace and under the circumstances should be received sympathetically by the parish.

### THE “IDEAL” OF HOME OWNERSHIP

For many decades, home ownership has been viewed as an essential ingredient for stability, both for the community and for the individual. Home ownership provides an inheritance for the next generation and security for old age.

Clergy have been largely excluded from this dream. Those who have private means, through their spouse or parents or previous employment, have been able to buy a property. Prior to 2008, this was considered to be “a good thing”. Those without private means could not do so on a single stipend. Thus it was felt that clergy should be given the opportunity to get onto the property ladder by providing a housing allowance in exchange for the provision of a rectory. This was particularly popular in North America. In the Diocese of Huron, for example, almost 75% of rectories were sold, with the interest on the capital being used to subsidise the incumbent’s private residence. The Diocese of Algoma has no specific policy but it has been discouraging the sale of rectories. In their more rural setting, they have found that mobility has been greatly reduced where clergy have purchased their home and that parishes have been financially damaged.

The advantages of renting property have been largely overlooked. In the British Isles, the status of “home owner” has led to the perception that the rental option is only for those in need of social housing. However, renting a property in retirement has the advantage of being free to live close to children, the freedom of having no mortgage or building maintenance issue, and the freedom to change the style of accommodation as needs change with age.



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In our discussions, the following advantages and disadvantages have been identified:

	ADVANTAGE	DISADVANTAGE
RECTORY PROVIDED	<ul style="list-style-type: none"> <li>• The privilege of living in a larger detached home</li> <li>• No responsibility for maintenance</li> <li>• Mobility in appointments</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of home on retirement/bereavement</li> <li>• Need for frequent consultation with Select Vestry</li> <li>• Micro-management by Select Vestries on domestic matters</li> <li>• Varying degrees of provision regarding fuel cost and décor etc</li> <li>• House may be unsuitable for incumbent's needs</li> </ul>
PERSONAL PROVISION	<ul style="list-style-type: none"> <li>• Freedom to choose a home suitable to your needs</li> <li>• Security of having a home after retirement.</li> <li>• Freedom to decorate etc without consultation</li> <li>• Ability to make long term alterations and plans</li> <li>• The home is a private residence</li> </ul>	<ul style="list-style-type: none"> <li>• Parish may continue to be responsible for original rectory</li> <li>• Sale of rectory may not provide for housing allowance</li> <li>• Not all rectories may be suitable for sale.</li> <li>• Mobility of clergy stagnates</li> <li>• Creation of a two-strand appointment system for those who provide their own house and those who need a house provided.</li> </ul>

## APPENDIX H

### REPORT OF THE CLERGY CODE OF DUTY AND CONDUCT COMMITTEE

#### Membership

The Rt Rev Paul Colton  
Rev Stephen Farrell  
Very Rev Maria Jansson (Chairperson)  
Mrs Ethne Harkness  
Ven Stephen McBride  
Rev Terence Dunlop (Consultant)

The Very Revd Maria Jansson was seconded on to the committee and appointed Chairperson in September 2011.

There have been two paradigms at work in the committee, legal and organisational. From a legal perspective some members have serious reservations about the desirability of any Code other than what is there already in the canons on ministry. There was a fear that clergy would become church ‘employees’ and lose the unique freedom appertaining to ministry that allows for so many imaginative and prophetic initiatives.

Another paradigm is that of organisational behaviour: that the church as an institution must be seen to espouse the highest principles in relation to clergy conduct and that these would be akin to an agreed and espoused professional code of practice such as exists in medicine, the Bar, etc. Also there is the fact that many churches within the Anglican Communion have formulated such Codes.

Ms. Edwina Dunne, National Head of Quality and Risk in the HSE met the committee and suggested that the key issue is firstly to articulate the unique character of ministry and from that will come the categories pertaining to what is and is not appropriate in terms of clergy conduct.

The Rev Stephen Farrell is presently making a study of the canons to ascertain how these can articulate a Code of Conduct for Clergy and where gaps may be identified.

Professor Norman Doe, Director of the Centre for Law and Religion at Cardiff Law School has been invited to address the committee as he has been involved in the framing of such a code in the Church of Wales.

**APPENDIX I**

**COMPLAINTS COMMITTEE – INCOME AND EXPENDITURE ACCOUNT**

**Statement of account - year ended 31 December 2011**

	<b>2011</b>	<b>2010</b>
	Total €	Total €
<b>Deposits</b>	-	2,091
Less - deposit refund	-	(697)
Net deposits	<u>-</u>	<u>1,394</u>
<b>Costs</b>		
Legal	49,694	78,843
Technical	5,000	1,220
Expert witness costs	-	2,195
Administrative and secretarial	2,394	10,893
Travel & subsistence	792	1,208
Sundry	-	369
	<u>57,880</u>	<u>94,728</u>
<b>Net costs attributed</b>	<u><b>57,880</b></u>	<u><b>93,334</b></u>

**Note: Income of the General Purposes Fund may be offset against costs arising. General Purposes Fund income in 2011 totalled €1,056. In 2010 the total of the accumulated income of the General Purposes Fund at the end of 2010, €17,589, was offset against costs in the year.**

**The balance of cost in each year is met by the RCB.**

**APPENDIX J**

**HARD GOSPEL IMPLEMENTATION GROUP  
Report to General Synod 2012**

**Members**

The Rt Rev Trevor Williams (Chair)

The Rev Andrew Forster

Mrs Ethne Harkness

Mr Geoffrey Perrin

Rev Gillian Wharton

The General Synod 2011 reappointed the Hard Gospel Implementation Group (HGIG) for a further period to the last day of the Ordinary Session of General Synod in 2013. The following objectives were established by the Synod:

- The HGIG 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.
- The HGIG 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.
- The HGIG will consider the materials presented by Changing Attitude Ireland, which has requested that the Church provide an information pack on pastoral issues affecting gay and lesbian Christians, and will return suggestions to the Standing Committee.
- That members of General Synod commit themselves to encourage parish, diocesan and central bodies on which they serve to seek actively the inclusion of greater numbers of young adults and women in their membership and programme of work.

The three issues to be prioritised during this phase of the HGIG's life were identified as:

- Progressing participation of women;
- Progressing participation of younger people;
- Discussion of Changing Attitude request regarding a publication.

A letter was sent to Diocesan Secretaries drawing their attention to the resolution passed by the Synod and in particular to the second term:

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*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.*

### **Progressing participation of women**

Canon Doris Clements undertook further research on gender representation following the triennial elections to the General Synod and diocesan election of committees, with the intention of identifying action taken by dioceses in response to notification of the resolution at GS 2011 and subsequently, outcomes. She conducted a statistical analysis offering comparison with the previous situation reported to General Synod, and the Group hopes to present an update to the General Synod in May 2012.

### **Progressing participation of younger people**

Mr David Brown reported to the HGIG in February 2012 on the Church of England Young Synod Observers and practices in dioceses of the Church of Ireland and in other Churches. The HGIG is looking into the idea of structured wider involvement and representation in the workings of Church government. The HGIG will work with the CIYD and the Synod Department to draft a proposal for the General Synod in 2013.

Standing Committee referred an item to the HGIG which was introduced by the Rev Gillian Wharton and Mr Andrew McNeile and sought legislation to ensure higher numbers of young people among Synod representation.

The HGIG felt that analysis of the new triennial returns should form a basis for any further action, particularly legislative action, which might have a prescriptive element to it. It was emphasised that if a constitutional change along the lines of that proposed in the paper was necessary this could be done at the 2013 General Synod and still leave enough time for various Diocesan Synods to make appropriate changes to their own regulations.

The Group indicated that it would be willing to explore this matter further with the Rev Gillian Wharton and Mr Andrew McNeile. The Rev Gillian Wharton was appointed to the HGIG in January 2012 by the Standing Committee to develop this work.

### **Discussion of Changing Attitude materials and materials from other sources**

Changing Attitude requested the Church to produce a pastoral guide for gay and lesbian members of the Church and their families and this was under consideration by the HGIG. The Group noted that material is also available from organizations representing a wide range of views and in accordance with the guidance of the General Synod and Standing Committee, these views should be considered alongside the material presented by Changing Attitude. It was subsequently noted that Changing Attitude has launched its own pastoral guide since making its request to the Church of Ireland. The HGIG agreed that there was potential duplication in producing further guidance at this time.

**APPENDIX K**

**HISTORICAL COMMEMORATIONS AND CENTENARIES WORKING GROUP**

**1912-22 Commemorations**

A note from Revd FJ McDowell, Ven REB White and Dr K Milne

1. By a resolution of 12 April 2011 the Standing Committee requested us to advise and make recommendations on the historical, theological/pastoral and logistical aspects of centenary commemorations of the period 1912-22.
2. As a first step towards complying with this request we met with members of a sub committee of the Church of Ireland Historical Society that had prepared for the Society a paper on the commemorations. The sub-committee comprises Professor David Hayton (QUB), Dr Raymond Refaussé (RCB Librarian and Archivist), Mr Aonghus Dwane (Honorary Secretary of Cumann Gaelach na hEaglaise- the Irish Guild of the Church) and Dr Kenneth Milne (Church of Ireland Historiographer). [Professor Hayton was unable to be present at our meeting, but it is our intention to meet with him as soon as possible.]
3. We endorse the following statement by the aforementioned sub-committee:

**“The historic events that occurred in Ireland from 1912 to 1922 were of great significance not only for Ireland in general but also for the Church of Ireland. They impinged strongly on the life of the Church and its members, considerable numbers of whom were participants, some of them from positions of leadership. It therefore seems unlikely that the centenary of these events will pass unremarked by the Church, the purpose of such comment and activity being to deepen the Church’s self-understanding and self-perception, and also, perhaps, to address the matter of how the Church of Ireland’s record is perceived by others...the aim of any commemoration should be to enhance our understanding of Church of Ireland attitudes at the time and to use such lessons to help build our shared future. This should not be done in any judgemental manner.”**

4. Events likely to be the object of public commemoration in the coming decade include:
  - The passage and passing of the Third Home Rule Bill (1912)
  - The signing of the Solemn League and Covenant (1912)
  - The foundation of Cumann Gaelach na hEaglaise (1914)
  - The Easter Rising (April 1916)
  - The Somme Offensive (July 1916)
  - The Irish Convention (1917)
  - The passing of the Government of Ireland Act (1920)

The War of Independence (1918-22)

The Anglo-Irish Treaty and the first Constitution of the Irish Free State (1921-2)

We recognise that public understanding of these events differs widely as between the populations of Northern Ireland and the Republic of Ireland. There are also, indeed, differences of perception among members of the Church of Ireland.

5. We recommend that consideration be given to addressing the issues in several ways:
  - (a) Assuming that clergy and others are likely to be asked to express their attitudes to some of the events on the above list, and even perhaps to participate in commemorative occasions, it would be helpful if a ‘crib sheet’ could be drawn up to provide as factual an account as possible of each of these (and maybe other) objects of commemoration, drawing on the best historical advice available. It would also be useful if an historian (or historians) of acknowledged authority could be enlisted to advise members of the Church on specific issues in which they were being asked to participate, or in which they may be invited express their views.
  - (b) At this critical time for relationships on the island, both as between politicians and communities, and building on the enormous impact of the visit and gestures of Queen Elizabeth, it would seem that an appropriate contribution might be made by the Church of Ireland (or indeed ecumenically) if a study of what might be termed a ‘theology of commemoration’ were to be embarked on. We would envisage a one-day seminar, in part devoted to an historical appraisal of the events of the decade, and in part, as might indeed be expected of a Church, a theological reflection on the significance of commemoration. We would recommend that the good offices of the Church of Ireland Historical Society (whose terms of reference include ‘to educate public opinion’) might be invoked, and we ourselves could suggest the names of scholars who might be invited to participate in such a conference, which might be held in Belfast.
  - (c) The recommendations outlined above would, we believe, go some way towards equipping our spokespersons and other members for engagement with the issues raised by commemorations, and indeed towards encouraging what might be termed self-interrogation and reflection by the Church on its role and attitudes past and present. A theological approach, as sketched in (b) above might even be seen as an obligation.
  - (d) However, the Church most distinctively expresses itself through public worship, and we would suggest that consideration be given to the holding of a liturgical event (preferably ecumenical, if that can be contemplated) and which would be marked by a note of *penitence and reconciliation*.
6. We intend to seek from the government authorities, North and South, such information as they can provide on their intentions in these matters. Meanwhile we present this paper to the Standing Committee for its consideration and comment.

**APPENDIX L**

**HISTORIOGRAPHER’S REPORT**

On Thursday 3 November, I had the pleasure of launching at St Patrick’s Deanery *The vestry records of the parishes of St Bride, St Michael le Pole and St Stephen, Dublin 1662-1742*. Edited by WJR Wallace, this is the fifth volume in the texts and calendars series published by Four Courts Press in association with the Representative Church Body Library, and grant-aided by the Heritage Council. Irish historiography is littered with short-lived ‘series’ of one kind or another, for it is one thing to initiate a publications programme and quite another to sustain it. However, not only is this latest book the fifth in a series (whose overall editor is Dr Raymond Refaussé), but the RCB Library has also brought out no less than twelve titles in the parish registers series and there are more to come. The issuing of so many editions of primary material is a remarkable achievement by any standards, and makes it evident that when we take into consideration APCK publications (which include *Search*), Church of Ireland Publishing and the Four Courts Press/ RCB Library series, the Church is contributing in no small measure to public discourse.

At the launch of Mr Wallace’s book, I made the point, which I hope is worth repeating here, that the Church of Ireland’s former position as the Established Church has resulted in a situation where we are the custodians of some of Ireland’s most important buildings and also of an enormous archive of documentary material. To some extent, the buildings attract public attention and are therefore afforded protection. Heritage Week in the Republic now provides us with an opportunity to throw open our doors to the public who avail themselves of the opportunity to explore our churches throughout the state, and we figure conspicuously in the booklet of venues published by the Heritage Council. Documents are much more vulnerable to neglect, and it is greatly to the credit of the RCB and its library that not only are documents of major importance professionally cared for, but they are rendered accessible to the many international readers who visit the library and are put at the disposal of academia everywhere by their appearance in print.

Because of the Church of Ireland’s role in Irish history it is to be welcomed that the Standing Committee of the General Synod has recognised that consideration must be given to how we respond and/or contribute to the ‘decade of anniversaries’ which the island now faces. The years 1912-22 saw colossal changes in Irish society, very largely caused by political forces that have by no means lost their potency. We have to ponder on the role we played in these events both as a community and as an institution. Above all, we must also bear in mind that, as a Church, it is not unreasonable that we might be expected to review the past through a theological prism. A raft of publications is anticipated.



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As always, the past year has seen the publication of a number of books of especial interest to the Church of Ireland. However, two *festshrift* not previously noted in my reports are of particular interest to the Church of Ireland. *People, politics and power: essays on Irish history, 1660-1850, in honour of James I. McGuire* (ed. James Kelly, John McCafferty and Charles Ivar McGuire, 2009) is a tribute to an historian who not only was closely connected with the recently published multi-volume Dictionary of Irish Biography, but was a prime mover in the holding of the conference on Church of Ireland history that took place in UCD in 1993 and resulted in the ensuing book of essays entitled *As by law established*. Another collection of papers, *Ireland's polemical past*, (ed. Terence Dooley, 2010) honours Professor RV Comerford of NUI Maynooth, and includes a contribution by Jacqueline Hill in which she explores factors that led Church of Ireland scholars to move from late eighteenth-century scepticism about the early Irish Church to mid-Victorian claims to the legacy of the early Irish saints.

**APPENDIX M**

**MEMORANDUM OF AGREEMENT**

**between the British and Irish Anglican Churches and the Community of Protestant Churches in Europe – Leuenberg Church Fellowship**

Preamble

In 1995 and 2004 two consultations between the Anglican churches in Europe and churches belonging to the Community of Protestant Churches in Europe (CPCE) took place. Their aim was to consider what the declarations of Meissen, Porvoo and Reuilly might mean for the wider relations between Anglicans and Protestants in Europe. Since 2005 representatives of the Scottish Episcopal Church, the Church in Wales, the Church of Ireland and the Church of England have met three times with representatives of the CPCE to study the faith and order work on which they are engaged. These meetings have been helpfully facilitated by the Institute for Ecumenical Research in Strasbourg. At the meeting of 13-15 April 2011 at Chateau Klingenthal, near Strasbourg, it was agreed that the Anglican and CPCE representatives would recommend to their sponsoring bodies that there should be a memorandum of agreement between the parties who have participated in the consultations.

The CPCE is based on the Leuenberg Agreement (LA) of 1973 which facilitated reconciliation and brought about “church fellowship” (ecclesial communion), including table and pulpit fellowship, between Protestant churches in Europe. Since it “in the life of the churches and congregations that church fellowship becomes a reality”, the more than 100 churches of CPCE committed themselves to “bear their witness and perform their service together” (LA 35).

The four British and Irish Anglican Churches are in communion with each other and are members of the worldwide Anglican Communion, served by the four Instruments of Communion. Representatives of the four churches have been meeting for an intra-Anglican faith and order consultation every few years.

For more than two decades, declarations of formal relationship have been made between Protestant churches belonging to the CPCE and Anglican churches. In the Meissen Declaration (1988), the EKD and the Church of England acknowledged each other as “churches belonging to the One, Holy, Catholic and Apostolic Church of Jesus Christ and truly participating in the apostolic mission of the whole people of God”. They committed themselves “to share a common life and mission” and made certain forms of “eucharistic fellowship” possible. In a corresponding way, the Reuilly Declaration (1999) between the four Anglican Churches in Britain and Ireland and two Reformed and two Lutheran churches in France brought „a decisive step forward in the direction of visible unity” (Foreword, 18). In the British Isles, there are, among others, formal relationships between the Church of England and the Methodist Church of Great Britain (2003) and between the Scottish Episcopal Church, the United Reformed Church and the Methodist Church of Great Britain. The multilateral

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Welsh Covenant includes the Church in Wales and several Protestant churches. The most far reaching agreement is the Porvoo Declaration (1992) in which the four Anglican Churches in Britain and Ireland have entered into ecclesial communion with Nordic and Baltic Lutheran Churches (four of them member churches of CPCE).

There is thus a nexus of overlapping ecumenical agreements and relationships of communion within which the developing conversation between the CPCE and the four Anglican churches is taking place.

Acknowledging the importance of this developing ecumenical context in a changing Europe and recognising the usefulness of the recent consultations the following agreement is proposed.

### Affirmation

Both the Anglican churches and the CPCE are committed to the goal of the visible unity of the Church of Jesus Christ. According to the basic ecclesiological document of CPCE, “the **unity** the church ... is rooted in the unity of its origin, i.e. in the unity of the triune God” and “has been given to ... the churches as the work of God. Thus the churches are faced with the task to witness in visible ways to this gift of God ...”. The church fellowship realised in the “fullest possible co-operation in witness and service to the world” (LA 29) is seen as a witness to the visible unity.

The Anglican churches are committed to the goal of “full visible unity” in the form of “the sharing of one baptism, the celebrating of one eucharist and the service of a common ministry (including the exercise of a ministry of oversight, *episcopate*)” (Reuilly Common Statement, IV). Anglicans understand full visible unity as involving the canonical Scriptures, the ecumenical creeds, the two dominical sacraments and “the historic episcopate locally adapted”, as reflected in the Lambeth Quadrilateral of 1888/1920.

Thus there is a growing shared understanding by the Anglican churches and the CPCE of the goal of unity, but not yet complete agreement about the necessary elements of that goal. They are committed to continue working for a deeper shared understanding which will enable them to take further joint steps towards visible unity.

### Commitments

As far as resources allow, the Church of England, the Church of Ireland, the Church in Wales and the Scottish Episcopal Church, on the one hand, and the Community of Protestant Churches in Europe – Leuenberg Church Fellowship, on the other hand will

- Exchange information and documentation on their emerging faith and order work;
- Continue to meet approximately every three years for a faith and order consultation;
- Explore together the theological exposition and concrete expression of the Church’s mission, ministry and unity/communion;
- Invite each other to participate in major projects of theological research and reflection in the service of the Church’s mission in Europe;

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- Assist one another, wherever possible, in developing wider ecumenical relationships in Europe.

**APPENDIX N**

**PARISH DEVELOPMENT WORKING GROUP**

**REPORT 2012**

**COMMITTEE MEMBERSHIP**

Mrs Brigid Barrett (Administrator)  
The Rt Rev Kenneth Clarke, Bishop of Kilmore  
Rev Paul Hoey (Chair)  
Rev Ruth Jackson Noble  
Mrs Carolyn O’Laoire  
Mr John Tyrell

**CONCEPT**

Parish development is not about quick fix. It is, in essence, a journey of change, a process of transformation. It is more about:

- Process than package;
- People than programme;
- Values than inventiveness;
- Planning than patch up;
- God’s ideas than good ideas.

Reviewing the experience of earlier programmes the working group has sought to deepen the process by enabling parishes to grapple with three important questions, essential in working towards a clearer sense of vision:

- Who are we? (our identity);
- Why are we here? (our purpose);
- What shapes our culture (our values).

It is in the bringing together of those who make up a parish to grapple with these questions that change begins to happen.

Once a shared sense of identity, purpose and values begins to emerge the question becomes, “Now what do we need to do in order for this potential to become reality?” When the parish has settled on a few key priorities the facilitator helps draw up a simple action plan to enable them to become reality.

The website [www.church21.org](http://www.church21.org) outlines the process and offers resources for parishes wishing to embark on a parish development programme.

**PROGRAMME THREE**

Fourteen parishes, from across the Church of Ireland, signed up to the third Church21 Parish Development Programme and commenced the process. Two withdrew owing to their rectors being appointed elsewhere and another three have postponed the process. The nine parishes in the programme are reporting progress at various levels.

The parishes and their facilitators have been encouraged to give feedback at each stage of the journey. Comments on the Team Day, the Preparation Course and the Church21 Conference indicated that participants found them mostly very helpful and extra comments suggesting improvements will be taken into account by those planning for the future.

The Church21 Conference, held last September, is a key part in the process. Rev Ian Coffey made a hugely helpful contribution, as keynote speaker, bringing the right balance of challenge and assurance to parishes standing on the verge of a new venture of faith. The mix of clear teaching, shared experience, and space to reflect and engage with God and each other, seemed to offer participants the motivation to move forward. An undoubted highlight for many was the experience of worship, led by Mrs Carolyn O’Laoire and Ballyholme Parish Music Group in a variety of forms, from Taize to Iona, in the beautiful chapel, and the evening with the Wicklow Gospel Choir was simply unforgettable.

Given the wide range of parishes involved, the Working Group is encouraged to hear 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 – new forms of worship, re-arrangement of buildings, experiments in outreach or whatever. In others progress is more easily identified by a greater emphasis on prayerfulness or shared leadership or simply in the fact that more people want to be involved. It is not always about doing different things; sometimes it is about doing things differently.

A strength of Church21 process is that it offers a clear framework for growth but also allows flexibility. It is not a one-size-fits-all venture.

The part played by the parish teams is vital since they are the main channels of communication throughout the process. In many of the parishes there is tremendous energy and excitement as new people take on new roles. We acknowledge the enormous amount of time and preparation that team members have given on behalf of their parishes and thank them for all their work.

## **FACILITATORS**

Over the years of running the programme we have been able to build a committed and effective group of facilitators who share freely of their time and expertise. The Working Group cannot begin to express appreciation to those who have facilitated parishes on their Church21 journey. 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 come together at intervals during the programme, to avail of training and to share resources and experience.

Whatever the future of parish development in the Church of Ireland, it is to be hoped that the Church will recognise the great value of this resource and be able to involve these facilitators in creative and imaginative ways to move parishes on in their mission of service and worship.

## **FUTURE**

The Working Group has now had the experience of working with over 60 parishes in three programmes of parish development. Judging by the comments made we are

convinced that there is a need for the Church of Ireland to be strategic in encouraging parishes to engage in a process like that which Church21 offers. In particular, we have seen the difference it makes when a skilled facilitator accompanies a parish through such a process. In short, there is still a need for parish development in the Church of Ireland.

However, the picture in the Church is changing in a number of ways. Several dioceses have appointed their own Parish Development Officers or are about to do so. Partly this is as a result of some of their parishes participating in Church21 and seeing the benefits of such a process but one consequence of this positive development is that parishes from those dioceses are less likely to want to participate in a central programme.

In addition, Church 21 has relied very heavily on the support of the Priorities Fund and the RCB, for which we are very grateful, to help finance the programme. We consider that much has been achieved for a relatively modest financial input. However the financial climate has changed and we recognise that funding for such an intensive programme is unlikely to be forthcoming in the future.

For these reasons, the Working Group is of the opinion that the future of parish development in the Church of Ireland may look rather different. The Group would like to hear from others who have ideas about this. But we feel that two things must not be lost:

- The opportunity for parishes of all types and sizes, from different parts of Ireland, to come together to learn from each others experiences. Parishes have appreciated much about the programme but always, when asked what they have valued, they have said that the single most helpful thing has been getting together with other parishes. Sharing common concerns, seeing how the other half worships, hearing how small initiatives can make a difference; these things are important and can provide much needed motivation in a climate that could easily lead to pessimism. Indeed, at a stage in the history of our Church when fragmentation poses serious risk, there may never have been greater need for this kind of opportunity to share together. For this reason, the Working Group would hope that, whatever else happens a regular gathering of this kind would continue to feature in the Church's thinking about parish development;
- The accrued skills of facilitation that have been built up through the programme.

How these elements of the programme could continue to be made available in the future is not yet clear but, in our opinion, they should be.

During the past year Mr Cyril McElhinney resigned. The members of the Working Group are most grateful for his involvement and active participation since the beginning of the programme and for his continuing commitment to the work of parish development 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.

**APPENDIX O**

**PRIORITIES FUND**

<b>INCOME AND EXPENDITURE ACCOUNT</b>	<b>Year ended 31 December</b>	
	2011	2010
	€	€
<b>INCOME</b>		
Contributions from dioceses	572,279	419,620
Contributions from individuals	120	13,974
Deposit interest	677	1,152
Dividend income	29,542	29,295
	<u>602,618</u>	<u>464,041</u>
<b>EXPENDITURE</b>		
<b>Administration expenses</b>		
Salaries and PRSI	23,025	23,024
Organiser's and Committee expenses	4,042	2,487
Printing and stationery	2,896	6,418
Postage and photocopying	462	615
Miscellaneous and transfers	3,687	3,036
	<u>34,111</u>	<u>35,580</u>
<b>Grants and loans</b>		
Ministry	120,665	116,784
Retirement benefits	2,816	2,253
Education	120,121	194,054
Community	126,302	110,367
Areas of need	40,831	68,297
Innovative ministry	44,929	53,482
Outreach initiatives	208,013	144,774
	<u>663,677</u>	<u>690,011</u>
Total expenditure	<u>697,788</u>	<u>725,591</u>
Surplus before currency exchange	(95,170)	(261,550)
Currency movement for year	4,416	3,849
(Deficit)/surplus for the year	<u>(90,754)</u>	<u>(257,701)</u>



# STANDING COMMITTEE

## PRIORITIES FUND

FUND ACCOUNT	Year ended 31 December	
	2011 €	2010 €
<b>CURRENT ASSETS</b>		
Cash in bank	23	689
Cash on deposit	288,742	372,478
	<u>288,765</u>	<u>373,167</u>
<b>CURRENT LIABILITIES</b>		
Loan for Priorities Fund purposes	(43,760)	(23,760)
PAYE/PRSI	(4,806)	(4,187)
	<u>(48,566)</u>	<u>(27,947)</u>
<b>INVESTMENTS</b>		
Investments held by RCB in trust at cost	672,488	658,221
	<u>912,687</u>	<u>1,003,441</u>
<b>NET ASSETS</b>		
	<u><u>912,687</u></u>	<u><u>1,003,441</u></u>
<b>FUNDS EMPLOYED</b>		
Balance at 1 January	1,003,441	1,261,142
Surplus / (deficit) for the year	(90,754)	(257,701)
	<u>912,687</u>	<u>1,003,441</u>
Balance as at 31 December	<u><u>912,687</u></u>	<u><u>1,003,441</u></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 2011. 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 2012

## APPENDIX P

### REVIEW OF THE OPERATION OF PROVINCIAL MEDIATION PANELS AND SEVERANCE FUND

#### Executive Summary

In February 2011, the Honorary Secretaries, at the request of the Standing Committee, initiated a review of the operation of Provincial Mediation Panels and Severance Fund, which were introduced as a result of legislation approved by the General Synod in 2002 and subsequent regulation.

The initial survey was addressed to the archbishops and bishops. Comments were also gathered from the Chief Officer of the RCB. Respondents were broadly in agreement and recommended cessation of the current scheme and the introduction of a new approach. Respondents urged that in addition to pastoral reconciliation and mediation, provision should be made to achieve binding resolution of disputes through arbitration and also broader provision of funding to facilitate redeployment in addition to the original provision in respect of permanent cessation of ministry.

#### Recommendations

1. The Provincial Mediation Panels should be disbanded and the legislation repealed by General Synod.
2. Guidelines on pastoral reconciliation, mediation and arbitration should be produced and approved for use by the General Synod.
3. The underlying principle should be that resolution of all pastoral breakdown/conflict situations must begin with local strategies. This requires certain additional provision:
  - a. Pastoral efforts and approach (involving the Bishop). Specific advice and training needs to be given in this connection.
  - b. Professional, locally based practitioners should be used.
  - c. Good practice guidelines and minimum standards must be produced to act as a framework for this work.
  - d. The administrative and professional costs of such local efforts should be carried by the Diocese.
  - e. Where such local efforts fail, the 2008 innovation, permitting the bishop to make a recommendation for permanent cessation was a positive development. Further consideration is required whether such funds may be used to facilitate redeployment, or solely in respect of cessation of ministry.
  - f. The General Synod needs to approve regulations for dealing with such directly referred recommendations including who is to consider and approve any application to the fund.
4. All aspects of the mechanism for resolving disputes, including the new disciplinary framework, should be subject to a professional review by an expert or group of experts in the field of IR, HR and conflict resolution regular review.

5. The teaching of the regulatory/canonical framework in the Church of Ireland needs to be strengthened. A lack of knowledge in this area leads to confusion, malpractice and contravention of the rules. We must adequately train clergy and lay officers in this regard. There is an expectation in civil law that the members of a voluntary association will be taken to know the rules and are required to implement them.

## **The origins and present existence of Provincial Mediation Panels and the Severance Fund**

### **Existing legislation: Provincial Mediation Panels and Severance Fund**

A structure for mediation in the case of pastoral conflict which is deemed by the bishop of the diocese concerned to be incapable of resolution at local level was established in 2001. Section 5 of the Statute of 2001 makes reference to regulations set in place by the RCB concerning severance terms. It is on foot of Section 5 that the Severance Fund was established.

**Provincial Mediation Panels** were enacted by General Synod in 2001.

The object of Provincial Mediation Panels was to establish a group of trained volunteers to assist in the mediation of cases of dispute at the request of the diocesan bishop and by agreement with the parties involved in the dispute. Under clause 5 of this legislation a recommendation made by a Provincial Mediation Panel and which might include permanent cessation from Stipendiary Ministry has first to be agreed to by the minister concerned and the Bishop shall then notify the RCB, thus permitting use of the Severance Fund.

Under clause 6 regulations may be made by the RCB concerning **severance terms** and other matters.

In 2002, the RCB approved regulations which set up the **Severance Fund** to enable financial settlements to be made to clergy who formally agree to withdraw from stipendiary ministry on an irrevocable and permanent basis following a recommendation from a Provincial Mediation Panel. The 2002 Regulations reflected the need for a fund to support the withdrawal from stipendiary ministry on the permanent basis laid down in the 2001 Provincial Mediation Panels Legislation.

In 2002, the RCB also set up General Rules, Terms and Limitations relating to these regulations. These rules set limits to the size of any individual payments as well as setting out various purposes to which the payments might be designated.

In 2003, legislation was established which provided for the funding of the Severance Fund by way of Diocesan Levy.

In 2008, the Regulations (2002) were amended to allow a recommendation for permanent cessation (with agreement of the minister concerned) to come directly from a Bishop or Archbishop without first requiring the involvement of the Provincial Mediation Panels.

Since 2001, there has been no recommendation made under this legislation for permanent cessation. Since 2003 the Severance Fund has been financed by way of Diocesan Levies between 2004 and 2007 and currently totals €283k and £274k.

In September 2010, The Standing Committee requested a review of the situation regarding the Provincial Mediation Panels and the Severance Fund. The Honorary Secretaries initiated this review in February of 2011, and obtained responses in the first instance from the Chief Officer and from the Archbishops and Bishops of the Church of Ireland.

There was considerable agreement across the responses received:

## **Responses**

### **Provincial Mediation Panels – unused since inception**

The Provincial Mediation Panels have rarely been used. The Panel members were trained in mediation, but the actual regulations and legislation only made passing reference to how mediation should be addressed and did not give clear guidance as to the enforceability of the decisions of mediators.

Although not explicit in the legislation it is regarded as a pre-condition of implementation that all parties to a dispute shall agree to enter the mediation process and be bound by its outcomes. This was not always adhered to in practice.

Respondents noted that people in a parish dispute often prefer to deal with a mediator from outside the Church.

The 2001 legislation, where it relates to cessation from stipendiary ministry, requires that this be on a permanent basis. The 2003 legislation (Diocesan Levy) was enacted on the understanding that the levy was only to be used for the purpose of permanent cessation from ministry.

The Regulations made between 2002 and 2008 required that any recommendation for cessation from ministry had to be made by a Provincial Mediation Panel. Since 2008, a recommendation can also come directly from an Archbishop or Bishop, but still requires the agreement of the clergy person.

In practice, respondents noted that incumbent clergy are reluctant to surrender their “freehold” prerogative to enable mediation, especially in circumstances in which no penalty or sanction can be visited upon the laity.

A further difficulty is that participants often view Provincial Mediators as amateurs and there is a widespread lack of conviction that the level of training is adequate or that the mediators have full mastery of legal issues and rights. The representative voluntary panel approach has not been widely embraced or used.

By the time a dispute reaches the desk of the diocesan bishop the situation has often deteriorated to the extent that it cannot be mediated. It may be on the verge of legal action in the secular courts. In such a situation, participants in a dispute rarely agree to enter the mediation process. The Disciplinary Scheme (Chapter 8 of the Constitution) only deals with complaints against clergy, whereas, there may be two parties to a dispute.

Where a dispute escalates, the need for arbitration rather than mediation is required. There are no guidelines for arbitration or other forms of dispute resolution in the Constitution or in most Diocesan Regulations and there are no rules making decisions binding on clergy or parishes or establishing levels of censure. It would also be helpful to

establish an agreed mechanism for setting performance levels and for performance appraisal in respect of clergy to act as a framework in certain types of dispute.

Not all disputes within a parish involve the clergyperson. Disputes may arise in schools, within the Select Vestry or with employees, or between Church members. In the case of schools, in particular, there are other established mediation procedures apart from the Church's Provincial Mediation Panels. Some consideration is needed as to how such disputes should be addressed.

### **Responses concerning the lack of utilisation of the Severance Fund**

Since the initiation of the Provincial Mediation Panels and the introduction of the Severance Fund, no case has been brought through mediation to the point where agreement on cessation of ministry was reached. Therefore the terms on which the fund may be accessed have never been met.

#### **Why?**

Fundamental to the lack of take up of the Fund is its relationship to the mediation rules. Many clergy see cessation of ministry as a very high penalty to result from a mediation process and often refuse to participate for fear of the ultimate outcome. Another impediment has been identified following the 2008 amendment, which permitted bishops to recommend cessation of ministry directly. The lack of clear and enforceable rules available to bishops in recommending cessation of ministry as a result of pastoral breakdown has made them hesitant to act. Clergy freehold provides a degree of security from censure unless provision for a process resulting in such a penalty is written in to the Constitution.

### **Responses in respect of Provincial Mediation Panels:**

Amend the mediation procedure and move to providing a (mandatory) binding arbitration procedure.

Introduce a means of enforcing decisions. The current legislation is perceived as a means to “ease” clergy out of ministry. It is not available to move clergy from a situation of conflict to a sphere of ministry that might meet the needs of clergy and parishioners alike. While the option of redeployment may not appeal to clergy and the appointments system by way of Boards of Nomination is not flexible, some thought should be given to easing the path towards redeployment.

Where mediation is to be pursued, qualified mediators should be engaged. A small list of such people might be developed and kept at Church House. Mediators should be empathetic to the kind of environment in which we work. Mediation costs should be borne by the diocese. The list should try and facilitate access throughout the island.

Mediation is rarely successful in resolving pastoral breakdown.

It was suggested that the mechanisms used in other churches to address irretrievable pastoral breakdown should be considered in developing our own model.

### **Responses in respect of the Severance Fund**

Respondents generally agreed that there is merit in the principle behind the legislation and a need for a fund to provide compensation for loss of office in situations of breakdown, but where there is no disciplinary element.

The original example given for use of the fund was a clergy person experiencing a crisis of faith. However, the need currently seen to be greatest is that of conflict which is not essentially disciplinary in nature and which may involve more than one party. There appear to be very few clergy who see departure from ministry as anything other than a punishment. Most will not choose it as a solution. In such cases, a different type of funding may be required to achieve resolution.

There was broad agreement that some funds are needed to help resolve conflict, where redeployment or retraining will form part of the solution. It was also suggested that the fund might support a period of withdrawal from ministry following dispute between a rector and parish, pending re-entry to ministry in a different situation.

Any recommendation for compensation should come from the Bishop.

There was less certainty among respondents as to how this should be funded and whether access to the existing fund should be widened, or whether a new type of fund should be established. There was no comment on whether this fund should be managed centrally, or on a diocesan basis. The Severance Fund is currently supplied by means of a diocesan levy calculated on the basis of number of parishes and held centrally. If a decision was taken to wind up the fund and make payments in respect of future resolutions the responsibility of each diocese, the fund should be redistributed to the dioceses according to their contribution to it.

It was also suggested that the fund might be made available to assist clergy who wish to leave stipendiary ministry whether or not there is a dispute to be resolved. The scenario of clergy trapped by financial considerations in a way of life for which they are wholly unsuited is damaging to the individuals concerned and to the mission and ministry of the church as a whole.

## APPENDIX Q

### REVIEW OF EPISCOPAL MINISTRY AND STRUCTURES WORKING GROUP

#### Introduction

1.1. Following discussion of the issues raised during the Special Meeting of the General Synod in March 2011, the Standing Committee on 12 April 2011 adopted the following resolution:

“That the Standing Committee agrees to the establishment of a working group to examine the scope and nature of contemporary issues in the provision of episcopal ministry in the Church of Ireland;

That the working group may seek guidance in identifying matters of a specifically theological nature that are raised during its deliberations; this should include the gathering of appropriate information from dioceses;

That the working group report to Standing Committee with recommendations at its meeting in January 2012;

That the Standing Committee thereafter considers proposals to establish a Select Committee to consider all the issues identified by the working group and any related issues that may be brought forward;

And that, mindful of the need to maintain a balance in representation, the following be appointed to the working group:

Ven Robin Bantry White (Convenor)

Mrs Ethne Harkness

Mr Andrew McNeile

Mr Roy Totten

Mrs Hilary McClay

Rev Sandra Pragnell

Mrs June Butler

Rev Andrew Forster

Ven Gary Hastings

Two bishops nominated by the House of Bishops.”

1.2. The Bishop of Down and Dromore and the Bishop of Limerick were nominated as members by the House of Bishops.

1.3. The Working Group met on five occasions. At the first meeting, Mrs Ethne Harkness was elected Chairman.

#### Group’s Approach to its Work

2.1. The Working Group identified the following key, interconnected elements in its work relating to the role of bishops:

- the theology of episcopacy;
- the missiology of the Church of Ireland;

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- the ecclesiology of the Church of Ireland;
  - practical and administrative issues;
  - constitutional and general issues.
- 2.2. The Working Group discussed those elements with a view to:
- preparing draft terms of reference for a proposed Select Committee;
  - suggesting how it should be appointed;
  - identifying matters that the Select Committee should consider;
  - indicating the evidence base necessary for any recommendations;
  - commenting on any structural or constitutional issues potentially affecting implementation of recommendations of the Select Committee.
- 2.3. The Working Group shared an interim draft Report with Standing Committee and with Archbishops and Bishops and their comments were taken into account in finalising this Report.

### **Executive Summary**

3.1. This Report discusses aspects of the theology of episcopacy, the missiology of the Church of Ireland and the ecclesiology of the Church of Ireland which informed the Group's reflections on episcopal ministry and structures. The Report goes on to consider practical and administrative issues and constitutional and general issues. Conclusions and recommendations are set out at the end of each section.

3.2. The Working Group believes that the theology of episcopacy must be the starting point for the work of the Select Committee and recommends an open and comprehensive consideration of possible models of episcopacy. Further, the Working Group's appreciation of the role of bishops as leaders of mission requires that any changes in episcopal ministry and structures should demonstrably enhance capacity to further the mission of the church. In terms of ecclesiology, the Working Group sees opportunities for innovation and creativity that could enrich episcopal ministry throughout the Church of Ireland.

3.3. Turning to practical and administrative issues, wide-ranging discussion identified significant problems in the present arrangements. The Working Group recommends that the Select Committee should address these concerns and provide the evidence base supporting their recommendations, but do so with a constant focus on mission. In this regard, deficiencies in the Church's systems for gathering statistics and other information will cause problems and the Working Group draws attention to the need to introduce appropriate mechanisms to ensure that necessary data can be gathered and made available through central church authorities.

3.4. In reviewing constitutional and general issues, the Working Group recommends amendment of the provision in the Constitution requiring the consent of the synod of any diocese affected by changes in provincial or diocesan boundaries.

3.5. The Working Group also stresses the need for careful communication and transparency in taking forward the work of the Select Committee. This will be crucial if the recommendations of the Select Committee are to be successfully implemented.



3.6. Draft terms of reference for a Select Committee to be established by General Synod are set out at paragraph 9.1 of this Report. Proposals on membership are detailed at paragraphs 10.1 to 10.3.

### **The Theology of Episcopacy**

4.1. The English word “bishop” is a translation of the Greek “episcopos”, literally “overseer”. The role of overseeing, wider than the local church community, emerged in the early days of the Church, as did the threefold ministry. The meaning and implications of the Church of Ireland’s commitment to being an episcopal church have most recently been explored in the context of the Church of Ireland/Methodist Church Covenant. Those discussions, still ongoing, remind us that oversight (“episcopate”) may be exercised in a number of ways - in the words of the Covenant, “corporately, collegially and personally”.

4.2. In the liturgy for Ordination or Consecration of a Bishop (Service Two, The Book of Common Prayer (2004)), the archbishop introduces the Declarations put to the bishop-elect with these words:

“Bishops are called to lead in serving and caring for the people of God and to work with them in the oversight of the Church. As chief pastors they share with their fellow bishops a special responsibility to maintain and further the unity of the Church, to uphold its discipline, to guard its faith and to promote its mission throughout the world. It is their duty to watch over and pray for all those committed to their charge, and to teach and govern them after the example of the apostles, speaking in the name of God and interpreting the gospel of Christ. They are to know their people, and be known by them. They are to ordain and to send new ministers, guiding those who serve with them and enabling them to fulfil their ministry.

They are to baptize and confirm, to preside at the Holy Communion, and to lead the offering of prayer and praise. They are to be merciful, but with firmness, and to minister discipline, but with mercy. They are to have special care for the sick and for the outcast and needy; and to those who turn to God they are to declare the forgiveness of sins.”

4.3. Key elements of the role of a bishop are:-

- Apostolic – the bishop is sent out as leader in mission with the apostolic Gospel, passing it on to new generations;
- Teaching – symbolised by the “cathedra” as the teaching chair;
- Pastoral - chief pastor and pastor of the pastors; and
- Promoting the unity of the Church, both universal and local.

4.4. Alongside these elements, other functions have been gathered to bishops, perhaps for very good reasons, but sometimes through accident of history: examples include accretion of aspects of a managerial and chief executive role, responsibility for ensuring accountability and compliance with various legislative requirements and the need for a media presence and public visibility. The Working Group also noted that the disciplinary and managerial role of bishops in respect of diocesan clergy has become more complicated and onerous because of uncertainty on the employment status of clergy. The respective rights and responsibilities of bishops and clergy in this respect, and the

position of the church authorities, need to be clarified and that task may require the establishment of a separate committee or subcommittee.

***Conclusions and recommendations relating to the theology of episcopacy***

4.5. The Select Committee should seek to articulate a theology of episcopacy that becomes the foundation for its recommendations. The Working Group commends for re-examination Chapter 3 of the Report from the Commission on Episcopal Needs to the General Synod in 1998, *“The Theory behind the Practice”*. That warrants further study, particularly in the light of the insights gained as discussions with Methodists about the nature of episcopacy continue. The view of the Working Group is that the theology must not only come first but must be fully and clearly embedded in the recommendations.

4.6. The Select Committee should reflect on the scriptural origins of episcopacy and discuss how it has evolved to date in the Church of Ireland. This should include a historical examination of how the roles and accountments of bishops in the Church of Ireland today have come to be ascribed to them, followed by an assessment of which of the roles identified are core or critical and which are less appropriate in today’s context. It may be that bishops are spending time on tasks that do not really “belong” to them. We must not build a theology of episcopacy around roles currently carried out, some of which may be appropriate and some less so. It must be borne in mind, however, that individual bishops have particular strengths and priorities and the Church of Ireland has traditionally placed a high value on the personal aspects of episcopal ministry.

4.7. A consideration of different models of episcopacy in the Anglican Communion, in the Porvoo Communion and in other churches, should inform the Select Committee’s recommendations on what would be most appropriate for the Church of Ireland. There is scope for local adaptations and variations in the role of bishops. Episcopacy does not have to be an exclusively territorial concept. There could be a decrease or an increase in the number of bishops, depending on the particular model chosen. The Working Group recommends that the Select Committee should research the various models operating or proposed elsewhere and examine their potential for adoption here. This should include consideration of the scope for bishops to carry out other ecclesiastical roles.

4.8. The theological foundation, the model of episcopacy and the mission of the church at any given time will affect the qualities and characteristics that are expected in those called to hold episcopal office. The Select Committee should consider documents such as the Anglican Communion’s *TEAC (Theological Education for the Anglican Communion) Grid* of episcopal characteristics at election, consecration and during tenure of office, to establish whether something similar might help thinking about the shape of the episcopacy, in the same way as the *Ordination Characteristics Grid* shaped our review of training and preparation for the Diaconate and Presbyterate.

**The Missiology of the Church of Ireland**

5.1. A central responsibility of a bishop is to provide leadership in God’s mission. What is our role in the mission of Christ? The Mission Statement (*Growth, Unity, Service*) needs to be revisited in this context. The mission of the Church of Ireland, in an increasingly secular society, needs to be clearly set out and communicated to the Church

at all levels. As leaders in mission, bishops shape the ethos and priorities of a diocese. In their ministry and their lives, they give example and empowerment to the people and that spreads across the Church and finds its local expression according to local needs. There is a great richness in Anglican comprehensiveness and local adaptations. Bishops are a key link from mission at home to inter-denominational relationships and inter-faith relationships and to the mission of the wider church across the world.

***Conclusions and recommendations relating to the missiology of the Church of Ireland***

5.2. We need a mission-filter: everything we do has to be “mission-proofed”. That provides the context for the work of the Select Committee. The role of bishops in furtherance of mission of the Church of Ireland is crucial. If we are to become a dynamic and growing church, we should emphasise the responsibility of bishops in articulating the vision of their dioceses and building participation in and commitment to that vision in parishes and in other contexts, although it will be carried out in different ways by the individuals concerned.

5.3. Aspects of the role of bishops in delivering missional objectives in the church include prayer, leadership, envisioning, strategic thinking, theological strength, preaching, teaching, team building, communication, and realistic encouragement. Different elements will come to the fore at different times and different bishops will be called upon to exercise different strengths at different times. Sometimes the role of the bishop will be facilitating, rather than initiating, releasing the gifts of others.

5.4. Accordingly, the Select Committee should audit its recommendations to ensure they are focused on and effective in furthering the mission of God through episcopal ministry.

**The Ecclesiology of the Church of Ireland**

6.1. The Working Group addressed the issue of bringing together the theology of mission in the practical structures of the Church. The application of Anglican ecclesiology is dynamic and diverse in character, changing according to the particular mission-led needs of churches and the social and political culture of the times. It is characterised by plurality and attempts to impose singularity tend to result in conflict.

6.2. Some historical constraints that held us within a particular identity may no longer apply. The size, location and needs of the Church of Ireland community may have changed but the structures and organisation of the church remain largely as they were in the time of Establishment. The attempt to maintain the infrastructure of the church as it was more than a century ago is becoming a prison of our own making and preventing genuine mission-led church activity from taking place. The Church nominally covers all of Ireland geographically, although there are now areas where no Anglicans live and where there is no active Anglican ministry - but that may change, perhaps through the development of new communities of faith and new patterns of church.

6.3 The Working Group acknowledges the contribution of the Commission on Ministry in beginning an examination of Missional Ministry in the West of Ireland (see Report to General Synod, <http://synod.ireland.anglican.org/2011/index.php?id=92>), incorporating a paper from Ven Gary Hastings on “*The Future of the Church of Ireland*”. In particular the Working Group commends the work of the former Dean of Killala, Very Rev Sue

Patterson (Journal of the General Synod 2009, p330; [www.synod.ireland.anglican.org/2009/index.php?id=46](http://www.synod.ireland.anglican.org/2009/index.php?id=46)). Research data recorded there and insights gained are invaluable resources for the Select Committee in developing new approaches to episcopal ministry and structures.

6.4. It may be that the number of people in a diocese can fall below the critical mass necessary to provide the range of gifts needed to manage or resource current episcopal structures. It is not all about numbers, however, and it should be remembered that these are not issues for rural Ireland only: there are parallel issues arising in inner city areas, such as parts of Belfast where the church is struggling to keep parishes alive and maintain decaying buildings. Decline in both rural and urban areas is inevitable if action is not taken to address the situation but it can be reversed if positive steps are taken. In reviewing episcopal ministry and structures, we can learn from the many examples of creative and effective initiatives in our church and elsewhere.

6.5. The Working Group looked at the objectives and characteristics of the Anglican Communion set out in *The Anglican Way: Signposts on a Common Journey*, (<http://www.anglicancommunion.org/ministry/theological/signposts/english.cfm>) and concluded that there is divergence in parts of the Church of Ireland from the ideals identified there. These ideals state that Anglicans are formed by scripture, shaped through worship, ordered for communion and directed by God's mission.

6.6. In discussing these issues, themes that resonated with members of the Working Group were the need for mutual respect and support and sharing relationships and partnerships amongst dioceses.

### ***Conclusions and recommendations relating to the ecclesiology of the Church of Ireland***

6.7. The Select Committee should be encouraged to think freely, addressing the following questions in respect of the Church of Ireland:

- Where do we come from?
- Who are we?
- What are we about?
- What is God calling us to?

We need to examine our heritage in those terms, before we reach conclusions about 21<sup>st</sup> century episcopal ministry and structures. This means the task of the Select Committee will not just be a matter of how many bishops do we want or need or how many can we afford today.

6.8 The Working Group considers that a comprehensive review of infrastructure and organisational structure is required, but with the caveat that prudence for future generations should also be a feature of such a review: sites may be required in future, even if there appears to be no current need for the ministry that is being maintained there today. Sometimes decline can be reversed. The Select Committee should ask whether we want to continue to structure ourselves as an “all-island” church. Is it likely that the amalgamation of parishes in response to decline has reached its limit? Do we need more imaginative solutions, instead of variations on the theme of chasing after demographic

shifts? Can we build a sense of ownership and participation in the mission of the entire Church of Ireland, not just the geographical boundaries of our own diocese?

6.9. Significant change in ecclesiology along these lines would require an acceptance by the central church that part of our mission is to support certain areas in an innovative way, rather than continuing to appoint territorial bishops in a “one size fits all” approach. What are the distinctive features of large dioceses, in contrast to small dioceses? Is it simply a matter of geography or population? Can one structural model fit all situations? Do we need to think of bishop-teams or re-examine the introduction of suffragan or auxiliary bishops? What is the role of archdeacons in support of bishops? Should we work from “centres of strength” in support of missional projects in certain districts? Could we devise “Missional Dioceses” with less bureaucracy and greater support from the centre? Could Provinces provide structural help? The Select Committee should be asked to consider these issues.

### **Practical and Administrative Issues**

7.1. There was wide-ranging discussion on practical and administrative issues arising from a review of episcopal ministry and structures. Amongst those issues, we highlight four points here.

- *Funding of episcopal ministry and structures:* A funding model must be designed to provide long-term sustainability for whatever model of episcopal organisation is adopted. This will mean realistic assessment and transparency about stipends, levies, endowments, expenses, costs and resources.
- *Selection of bishops:* It is a matter of concern that in the Northern Province over the last ten years, only one bishop has been elected by an electoral college and most appointments have been made by the House of Bishops. What was intended as a failsafe mechanism has become the norm. This should be addressed as a matter of some urgency. More broadly, the Select Committee should be tasked with examining the selection process. This should include a review of the skills required for episcopal ministry and personal development needs.
- *Role of provinces:* The Working Group wondered if there is scope for each province to take a more active, directional role, for example, in encouraging sharing of information, skills and functions and ensuring a more effective use of episcopal resources. The roles of the two archbishops should be examined by the Select Committee, including the Primate’s role at diocesan, national and international level, the capacity of one person to fulfil all those roles, and the facilities and support needed. This is another priority for early attention.
- *Diocesan boundaries and structures:* Fresh thinking will be needed when coherent approaches are developed on the theology of episcopacy, and the missiology and ecclesiology of the Church. The work of the Select Committee should not become an exercise in redrawing geographical boundaries in a way that tries to make change palatable.

### **Conclusions and recommendations relating to practical and administrative issues**

7.2. The Select Committee should be asked to consider practical and administrative matters in the context of the theological foundation of episcopacy and the ecclesiology of

the Church of Ireland. Furtherance of the mission of the church should always be the focus: any recommendations on practical and administrative issues should be mission-proofed. The practical and cost-based issues should not be allowed to drive the agenda.

7.3. The evidence base underlying recommendations on practical and administrative issues should be fully researched and clearly set out by the Select Committee. The information to be sought by the Select Committee should include statistical information and trends in relation to numbers registered in parishes, attendance at services, baptisms, confirmations, marriages and funerals, and details of buildings, infrastructure and financial arrangements. The task of gathering this information should be commenced early in the programme of the Select Committee because it is likely to prove very difficult. Whilst everyone may agree that the Select Committee will need reliable data and expertise in analysing it, in the past our systems have not always delivered the necessary information under these headings. The Working Group intends to draw this inadequacy to the attention of the Honorary Secretaries with the request that Standing Committee considers how it may be remedied, firstly to enable the Select Committee to do its work properly but also in the wider interests of the Church of Ireland.

### **Constitutional and General Issues**

8.1. Detailed scrutiny of the Constitution is needed to identify and deal with issues that may impede the implementation of recommendations of the Select Committee. That can only be done when recommendations are formulated so it is a task for the Select Committee itself. At this stage, however, the Working Group identified Section 31(1) of Chapter 1 (Part 111, Powers) as potentially affecting not just eventual implementation but also the deliberations of the Select Committee. That provision requires the consent of the diocesan synod of any diocese affected by changes in provincial or diocesan boundaries. The Working Group believes that that veto ought to be removed when the Select Committee is set up, in order to give the Select Committee confidence that its ultimate recommendations will be considered on their merits by the General Synod. The precedent used in 1974, which effectively suspended the corresponding section by transferring the powers to the commissioners of the Select Committee for the time being, is a useful model to be considered.

8.2. The Working Group discussed the issue of collective responsibility and authority of archbishops and bishops and their individual, personal positions. It was agreed that the Select Committee should discuss this matter and also the role of the House of Bishops and the role of bishops' meetings, to clarify, in particular, the way in which the latter two relate to the wider Church and to the structures of the Church (including General Synod, Representative Church Body, Standing Committee and Theological Institute). A particular point to address will be the basis upon which bishops, individually or collectively, make statements or issue guidelines and rules in various situations. Currently, the bishops' meeting is viewed as a voluntary meeting of individuals, whereas the functions of the House of Bishops are referred to in the Constitution.

8.3. More generally, it was suggested in Working Group discussions that because the Constitution tends to focus on structures, it is too readily dismissed as irrelevant to mission. Whilst the original concerns of the Constitution may have been matters such as membership rules, church property, fiduciary duties, clergy discipline and pensions, the

Constitution is also the vehicle for delivering proper governance, without which the institutions of the church cannot operate effectively. For example, with the Safeguarding Trust provisions the child protection policy is linked into the Constitution. An essential purpose of the Constitution is to serve God’s mission through the church.

8.4. The recommendations of the Select Committee will bring change, probably unwelcome to some but for the overall benefit of the Church of Ireland. There appears to be a groundswell of opinion that “something needs to be done” but a fear of losing out when the episcopal cake is shared out. The Select Committee’s approach should be to learn from listening and take care in presenting the reasons for their decisions. Good communication skills will be needed to encourage people to engage with the debate, agree the change and play their full part in the new structures.

#### ***Conclusions and recommendations relating to constitutional and general issues***

8.5. The Working Group recommends amendment of Chapter 1, Section 31, of the Constitution when the Select Committee is established. Beyond that, the Select Committee should assess the constitutional implications of its recommendations and detail the changes needed. The Select Committee should consider the need to clarify the individual and collective roles of bishops.

8.6. The Standing Committee and, in due course, the Select Committee, should note the importance of communication and transparency in encouraging church members to recognise the need for change and give any recommendations a fair hearing in the interests of the wider church.

#### **Draft Terms of Reference for Select Committee**

9.1. The Working Group suggests the following draft terms of reference for a Select Committee to be established by General Synod:

*“To consider the issues identified by the Review of Episcopal Ministry and Structures Working Group and any other associated matters that may be brought forward, and report to General Synod not later than May 2014, with conclusions and recommendations on appropriate future arrangements for episcopal ministry and structures in the Church of Ireland.*

*The Select Committee shall articulate a theology of episcopacy and examine the missiology and ecclesiology of the Church of Ireland, reflecting on the scriptures, building upon our heritage and bringing fresh perspectives to the episcopal needs of the Church of Ireland. The mission of the church shall be the focus of its work.*

*The Select Committee shall consider how episcopacy has evolved in the Church of Ireland and review different models of episcopal ministry and structures in the Anglican Communion and other churches.*

*The Select Committee shall examine the Constitution of the Church of Ireland and identify any necessary or desirable amendments to facilitate implementation of its recommendations.*

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*The Select Committee shall provide answers to practical and administrative questions facing the Church of Ireland, including:*

- 1. The key functions and roles of bishops;*
- 2. Models of episcopacy;*
- 3. Desirable skills of bishops and appropriate training;*
- 4. Selection of bishops, including the role of electoral colleges;*
- 5. Resources needed to support episcopacy and episcopal families;*
- 6. Funding of episcopal ministry;*
- 7. Diocesan structures and geographical boundaries;*
- 8. Provincial structures and roles of Archbishops of Armagh and Dublin.*

*The Select Committee shall give early attention to the following matters:*

- 1. Models of episcopacy allowing bishops to carry out other ecclesiastical roles;*
- 2. Electoral colleges;*
- 3. Provincial structures and the roles of Archbishops.*

*The Select Committee shall seek relevant information from dioceses and other sources, including statistical data, to provide a satisfactory evidential basis for its recommendations.*

*The individual recommendations of the Select Committee shall be addressed discretely so that lack of progress on any one does not impede the whole.”*

### **Membership of Select Committee**

10.1. The Working Group considers that there should be a balance in terms of geography, gender, age, churchmanship, and clergy and laity and urban and rural backgrounds on the Select Committee. It may be noted that such balance was sought when the Working Group was initially appointed by Standing Committee. The Select Committee will need to have available to it expertise in theology, canon law, constitution, finance and statistical analysis and to this end it should be given authority to consult suitably qualified persons, outside its own membership, to give assistance on such issues. In addition, it should have power of co-option. It should also have authority to form ad hoc short-term subcommittees to deal with and report on specific aspects of the remit in order to progress the work in the demanding timescale laid down.

10.2. Following much discussion, it has been resolved that Standing Committee should be invited to consider appointing the members of the Working Group as the core of the Select Committee, with the addition of a third Bishop. It would be valuable to have the Revd Canon Victor Stacey and the Rev Canon Colin Moore as members given their extensive experience in relation to episcopal colleges. All eleven members of the Working Group have indicated their willingness and commitment to this task. Discussions to date have shown a mix of views and perspectives within the Group and good working relationships have been established, with effective teamwork leading to useful exploration of issues and the timely production of an initial report. The introductory work already done equips them to move at once to substantive issues and meet the deadlines set, perhaps more readily than a totally new group of people could do.



10.3. The Methodist Church and the Roman Catholic Church should each be invited to nominate a person to join the Select Committee in a non-voting role.

### **Concluding Comments**

11.1. The Working Group senses that this is a significant moment of opportunity for an imaginative, comprehensive and even prophetic review of episcopal ministry and structures in the 21<sup>st</sup> century. The challenges and opportunities facing the Church of Ireland in our generation are significantly different from those of previous generations. We have the same gospel and the same mission but a different culture and climate in which to witness and work, and episcopal ministry is central to the impact our mission makes in the future. The Special Synod held in 2010 highlighted the passion in the Church for effective and missional episcopal structures, and we must now accept that challenge.

11.2. We commend this Report to Standing Committee, with the plea that in setting up a process which we believe must be radical, far-reaching, transparent and communicated positively throughout the Church of Ireland, there should not be pre-conceived ideas about numbers, costs or geographical spread of bishops, but rather a determination to provide effective and appropriate episcopal leadership to our Church that will enable it to keep mission and outreach at the top of its agenda as we commit ourselves to be worthy instruments of God's Kingdom.

**APPENDIX R**  
**WORKING GROUP ON DISABILITY**

**Membership**

Rev Canon Dr William Murphy (Chairperson)

Mr James Clarke

Dr Timothy Jackson

Mr Ian Slaine

Rev Malcolm Ferry

Mrs Carol Ferry

The Rt Rev Trevor Williams

**TERMS OF REFERENCE**

In March 2005, the Standing Committee established the Working Group on Disability to address issues concerning disability that affect the Church of Ireland and to consider the implications of legislation in both jurisdictions. The Church of Ireland is periodically invited to comment on consultation documents, white papers and draft legislation. It was envisaged that a working group with expertise in this area would be in a position to prepare considered responses on behalf of the Church.

**DISABILITY AWARENESS SUNDAY**

Resources for *Disability Awareness Sunday* (the third Sunday in November) were posted on the Church of Ireland website. Fuller and revised information is being prepared for 2012.

**NEW MEMBERS**

The working group are delighted to welcome the following new members: the Revd Malcolm Ferry, Rector of All Saints, Clooney (Diocese of Derry), and his wife Carol, and Dr Timothy Jackson (Consultant in Public Health Medicine).

**VISIT TO CHRIST CHURCH CATHEDRAL, DUBLIN**

Two members of the working group, together with Mr Eoin O’Herlihy of O’Herlihy Access Consultancy, and two representatives from the RCB, met with Dean Dermot Dunne at Christ Church Cathedral to discuss the issue of disability access during the meetings of General Synod. This was a very helpful meeting and a number of areas of concern were covered and as a result various steps have been taken to enhance the experience of disabled people attending the Synod.

Reference to two publications supported by the National Disability Authority should be noted. These are *Access: Improving the Accessibility of Historic Buildings and Places* and *Code of Practice on Accessible Public Sites* (both particularly relevant to churches in the Republic).

**THE CHURCH OF IRELAND THEOLOGICAL INSTITUTE**

The chairman of the working group will be conducting a seminar on disability awareness for final year students in the Institute. This seminar is part of the curriculum for ordinands and is intended to encourage them in their thinking through the issues involved in inclusivity for disabled people in the Church.

## **WORKPLAN**

The working group has certain priorities in its planning for the future:

- a) To make people think beyond disability and towards access for all;
- b) To make people aware of the legislation in the Republic of Ireland and Northern Ireland and outline the implications of the same;
- c) To make people aware of key issues involved in making sure properties are accessible.

**APPENDIX S**  
**STANDING COMMITTEE**  
**RECEIPTS AND DISBURSEMENTS ACCOUNT**

	Notes	2011 €	2010 €
<b>RECEIPTS</b>			
Representative Church Body		598,702	648,331
Deposit Interest	2	9,564	11,171
Royalties Fund Income		24,491	22,331
Grants/Contributions		11,972	20,611
Adjustment to Opening Balances		-	5,569
		644,729	708,013
<b>DISBURSEMENTS</b>			
Ecumenical and Anglican Organisations	3	93,354	116,673
Central Communications Board	4	103,964	130,241
Grants paid to Church Organisations			
- To Support Allocations – Royalties Fund		37,500	75,000
Church of Ireland Marriage Council		10,380	12,414
Royalties Fund Expenditure		110,165	10,990
The Church in Society		-	4,332
The Hard Gospel		-	2,100
Safeguarding Trust		1,188	4,453
		356,551	356,203
<b>EXPENSES</b>			
Facilities provided by RCB		265,871	258,065
General Synod Expenses	5	46,330	46,462
Miscellaneous Expenses	6	42,262	50,780
		354,463	355,307
(Deficit)/Surplus for year		(66,285)	(3,497)
Refund excess allocation to RCB		(27,838)	(64,890)
Balance 1 January		506,587	573,506
Currency translation adjustment		1,843	1,467
Balance 31 December		414,307	506,587
<b>FUNDS EMPLOYED</b>			
Cash on Deposit	7	414,307	506,587

ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Receipts and Disbursements Account for the year ended 31 December 2011. We have examined the above and have compared it with the books and records of the Fund. We have not preformed an Audit and accordingly do not express an audit opinion on the above statement. In our opinion the above statement is in accordance with the books and records of the Fund.

PricewaterhouseCoopers  
Chartered Accountants  
Dublin  
March 2012

**Notes to the Accounts**

1. Foreign currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2011, €1 = £0.8353 (2010: €1 =£0.8607).

	2011	2010
	€	€
2. Deposit Interest		
- Royalties Fund	9,564	11,171
	<u>9,564</u>	<u>11,171</u>
3. Ecumenical and Anglican Organisations		
- Anglican Consultative Council	34,550	43,582
- Churches Together in Britain and Ireland	10,775	12,780
- Irish Council of Churches	21,453	20,820
- Irish Inter-Church Meeting	10,466	10,157
- Irish School of Ecumenics	2,750	8,440
- World Council of Churches	3,600	4,420
- Conference of European Churches	4,190	8,133
- Delegates' expenses (travel/conferences)	5,570	8,341
	<u>93,354</u>	<u>116,673</u>
4. Central Communications Board		
- Press Office	93,962	108,242
- Broadcasting Committee	2,030	2,698
- Internet	4,380	14,151
- Liturgical Advisory Committee	3,592	5,150
	<u>103,964</u>	<u>130,241</u>

Standing Committee – Report 2012

	31 December	
	2011	2010
	€	€
5. General Synod Expenses		
- Venue and Facilities	46,330	46,462
	<u>46,330</u>	<u>46,462</u>
6. Miscellaneous Expenses		
- Parish Development Working Group	10,700	14,198
- Publications & Printing	-	1,215
- Honorary Secretaries' expenses	10,049	10,148
- Porvoo Communion	1,117	2,976
- Historiographer's Expenses	2,150	2,000
- Board for Social Theology in Action	14,426	19,170
- Council for Mission	2,249	-
- Minor Expenses of Committees	1,571	1,073
	<u>42,262</u>	<u>50,780</u>
7. Cash on Short Term Deposit		
- Royalties Fund	333,652	446,968
- Hymnal Revision	1,542	1,496
- Other Account Balances	79,113	58,123
	<u>414,307</u>	<u>506,587</u>

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**GENERAL PURPOSES FUND**

<b>INCOME AND EXPENDITURE ACCOUNT</b>	<b>Year ended 31 December</b>	
	2011	2010
INCOME	€	€
Interest and Dividends	1,033	1,034
Venerable E Colvin Bequest	23	23
	<u>1,056</u>	<u>1,057</u>
EXPENDITURE		
Registrar’s fees	126	-
Legal and other costs	928	17,779
	<u>1,054</u>	<u>17,779</u>
Surplus/(deficit) for year	2	(16,722)
Balance 1 January	18,500	35,222
Balance 31 December	<u>18,502</u>	<u>18,500</u>
FUND ACCOUNT		
Investments	18,489	18,488
Cash	13	12
TOTAL NET ASSETS	<u>18,502</u>	<u>18,500</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2011, €1 = £0.8353 (2010: €1 = £0. 8607).

**ACCOUNTANTS’ REPORT** The Standing Committee is responsible for preparing the Income and Expenditure Account and the Fund Account for the year ended 31 December 2011. 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 2012**

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**BOARD OF EDUCATION OF THE GENERAL SYNOD  
OF THE CHURCH OF IRELAND**

The aims of the General Synod Board of Education are to:

- define the policy of the Church in education, both religious and secular and, in promotion of this policy, to take such steps as may be deemed necessary to co-ordinate activities in all fields of education affecting the interests of the Church of Ireland;
- maintain close contact with government, Diocesan Boards of Education, and other educational and school authorities with a view to ascertaining 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 (Northern Ireland)**

**AIMS**

The current aims of the Board of Education (NI) are, to:

- Develop, in conjunction with other churches, a clear and shared vision of education shaped by core values of the Christian faith;
- Advise the Synod of developments in educational policy in NI and to represent the Church as an educational partner to the Department of Education and other educational bodies;
- Liaise with other churches within the Transferor Representatives' Council (TRC) to promote the interests and safeguard the rights of transferors in the future;
- Make submissions to relevant government consultations in particular regarding legislative changes to establish the new Education and Skills Authority (ESA) and the proposed Controlled Sector Body;
- Engage with Institutions of Higher Education regarding the future preparation of teachers for the Controlled sector;
- Seek, in conjunction with other churches, continued curriculum support of the RE core syllabus in schools;
- Provide a training and advisory service to bishops, dioceses and parishes in the implementation of Safeguarding Trust. Prepare for requirements under the Safeguarding Vulnerable Groups legislation;
- Contribute to training and support for children's ministry in parishes in particular as a member of the Church of Ireland Children's Ministry Network and a partner in the Building Blocks conferences.

## EXECUTIVE SUMMARY

### 1. **Establishment of the Education and Skills Authority (ESA)**

The Board welcomes the announcement of an agreed way forward for the establishment of the ESA; in particular that transferors' existing legal rights have been protected and that they will have a role by right on a key decision-making body for schools in Northern Ireland.

### 2. **Controlled sector support body**

The announcement of a new body to advocate and represent controlled schools is welcomed as an important and long-awaited development for this sector.

### 3. **Shared Education**

In response to the Draft Programme for Government transferor churches have supported creative approaches to shared education and continue to discuss the potential of such sharing with colleagues from the Catholic Trustees.

### 4. **Stranmillis – Queen's University Belfast (QUB) proposed merger**

A lack of political agreement within the Assembly prevents this proposal going ahead. The Board reflects on the uncertainty that this decision and other prevailing pressures bring to the future viability of teacher training institutions.

### 5. **The Way Forward for Special Education Needs (SEN) and Inclusion**

The Department of Education published a summary of its consultation on proposals for SEN and recommends the removal of 'statements' of Special Educational Needs. Churches express concerns particularly regarding the resources available to provide supported inclusion in mainstream schools.

### 6. **Religious Education (RE):** Concern is expressed for the future curriculum support for RE teachers under the new arrangements for ESA.

### 7. **Consultations responded to:** Two important responses by the Transferor Representatives' Council.

### 8. **Safeguarding Trust:** Report of the work of the Child Protection Officer NI.

### 9. **Building Blocks - Children's Ministry Conferences:** Report of the two annual conferences for children's ministry workers.

### 10. **Annual Theological Lectures at Queen's University Belfast (QUB):** 2012 lectures were well attended and widely appreciated.

### 11. **Personalia:** Appreciation of the contribution of two former Board members.

## Report

### 1. **Establishment of the Education and Skills Authority (ESA)**

The Board has expressed its welcome of the statement from the Office of the First Minister and Deputy First Minister (OFMDFM) on 16<sup>th</sup> November 2011 announcing a political agreement on the establishment of the ESA. The chief areas of agreement include: the establishment of a single body to subsume the functions of the five Education and Library Boards and three other statutory bodies, the inclusion of transferors and trustees by right on the ESA Board, and the provision of new support bodies for the controlled and Catholic schools' sectors. The Board welcomes the representation of the four churches together on ESA which should ensure a significant voice for Christian faith in the future system of education in NI. It is

observed that while these are key elements of the agreement many important details will emerge in the legislation which must be passed by the Assembly with a target date for completion of July 2012.

The Transferor Representatives' Council (TRC) on behalf of the three church's Boards of Education has also welcomed this announcement by OFMDFM and the significant progress that has been made in arriving at an agreed and inclusive framework for the establishment of a single Education and Skills Authority for Northern Ireland. In particular, the Transferors welcome the fact that their existing legal rights have been protected and that churches will have a role by right on a key decision-making body for schools in Northern Ireland. This, alongside the establishment for the first time of a sectoral support body for controlled schools, to broadly mirror a similar body for maintained schools, will provide a firm and equitable basis to move forward in dealing with so many of the educational challenges that lie ahead.

The Board offers thanks to the three secretaries of the churches' Boards of Education for the persistent lobbying they have undertaken with the political parties to present the views of transferors on this key issue.

## **2. Controlled sector support body**

One of the key elements within the OFMDFM statement on the ESA is the establishment of a controlled sector support body. This voluntary body will match as far as possible a Catholic Trustee Support Body. The present Council for Catholic Maintained Schools (CCMS) will lose its statutory basis and become a voluntary body. It is envisaged that these bodies may have a range of roles including: advocacy and representation for the sector, co-operating with the ESA in the nomination of governors; working with schools to develop their collective ethos; participating in the planning of the schools' estate; promoting and facilitating shared education and building cooperation with other sectors. The TRC has welcomed the development of this body and has urged its establishment as priority in parallel with the creation of the ESA.

## **3. Shared Education**

Over the past year there has been a growing interest and significant debate on this topic. The Board has supported the development of shared education initiatives across the main school sectors. In November 2011 the secretary attended a conference organised by a number of different educational programmes including the Queen's University Shared Education Programme, the North Eastern Education and Library Board and the Fermanagh Shared Education Project. This conference show-cased many examples of shared education projects between schools which were funded by some well known international funding agencies. This approach to shared education has received support from the political parties as it is a key strand in the Programme for Government (PfG). The Programme includes commitments to: establish a ministerial advisory group to explore and bring forward recommendations to the Minister of Education to advance shared education, ensure all children have the opportunity to participate in shared education programmes and substantially increase the number of schools sharing facilities. The TRC in its

response to the consultation on the PfG has warmly endorsed creative solutions to sharing education and continues to discuss the potential of such sharing with colleagues from the Catholic Trustees.

#### **4. Stranmillis – Queen’s University Belfast (QUB) proposed merger**

The minister for the Department of Employment and Learning (DEL) Dr S Farry MLA made an important announcement regarding the merger on 28th November 2011. The minister has concluded that there is insufficient political support within the Assembly to pass the necessary legislation to discontinue Stranmillis and create a merger with QUB. It appears that there has been a growing sense of unease politically and also considerable opposition to a merger from within the staff of Stranmillis. Both Unionist parties have now adopted a position that opposes a merger of Stranmillis with QUB which excludes St Mary’s College.

The transferor churches are concerned about the lack of certainty this announcement gives to the future of Teacher Education, particularly for Stranmillis which has a key role in the preparation of teachers for employment in the controlled sector of schools. While there is no political agreement to enable a merger, the status of the two colleges will remain unchanged, yet Stranmillis, unlike St Mary’s, will continue to have no formal representation for churches.

The minister has commenced a study of the teacher education infrastructure in Northern Ireland to produce objective analysis of the financial stability and sustainability of the two university colleges. The current economic climate, the context of falling pupil numbers, school closures and an oversupply of teachers, are prevailing factors likely to significantly impact the future of both institutions.

Since this announcement the Executive has decided that DEL will no longer be a government department and plans to divide its responsibilities between the Department of Education and the Department of Enterprise Trade and Investment. The effect, if any of this departmental reorganisation upon Initial Teacher Education is not clear at this time.

#### **5. The Way Forward for Special Education Needs (SEN) and Inclusion**

In February 2012 the Department of Education published its report of responses to the 2009 consultation on this important area of policy change. This policy review will have significant impact upon the educational support of children with a SEN or disability who make up 20% of the school population. The most significant change proposed is to remove ‘statements’ of SEN which legally guarantee extra help to pupils with special needs and replace them with ‘Coordinated Support Plans’ (CSPs). In the new system only pupils in special schools and those in mainstream classes with the greatest level of need will get a CSP. There will be an enhancement of early identification of need and intervention by schools with appropriate external supports. The department proposes to reduce the bureaucracy involved in obtaining the CSP reducing the time limit from 26 to 20 weeks.

The TRC on behalf of the Education Boards of the three transferor churches had submitted a very comprehensive response to this consultation. It drew attention to the view of parents of children with SEN, that ‘statements’ were difficult to obtain, however, having one did provide an important gateway to other services. The TRC

did support what might be termed ‘supportive inclusion’ within schools but was concerned with the lack of necessary information regarding financial and resource support to bring the potential benefits of the proposals. The full TRC response can be found at:

[http://www.deni.gov.uk/appendix\\_8\\_-\\_updated\\_responses\\_from\\_statutory\\_education\\_partners.pdf](http://www.deni.gov.uk/appendix_8_-_updated_responses_from_statutory_education_partners.pdf)

## **6. Religious education (RE)**

Members of the TRC Executive meet regularly with RE Advisers from the Education and Library Boards (ELBs). There remains a concern about the extent of future curriculum support for RE teachers within the new arrangements for the ESA. The RE Advisory Group working with the Council for the Curriculum, Examinations and Assessment (CCEA) continues to develop resources to support the teaching of RE; recent work has concentrated on devising non-statutory guidance for the revised RE syllabus. The churches acknowledge the continued support of CCEA at a time of budgetary restraint and sincerely appreciate the commitment of the group’s members to this work.

## **7. Consultations responded to:**

- a. June 2011: Public consultation: proposed discontinuance of Stranmillis University College and its proposed merger with QUB – submission by TRC to the Department for Employment and Learning;
- b. January 2012: Draft Programme for Government – submission by the TRC to the Assembly Education Committee.

## **8. Safeguarding Trust**

The Child Protection Officer NI (CPO NI) continues to provide advice and guidance regarding the implementation of Safeguarding Trust to parishes, dioceses, mission agencies and related organisations throughout Northern Ireland. She liaises closely with the PSNI and Social Services whenever issues relating to child protection arise within parishes.

The annual Safeguarding Trust training event for newly ordained clergy and first incumbents was facilitated by the CPO (NI) in October 2011. In addition, four training days were held in March 2012, in Clogher Diocese, for clergy and panel members from both jurisdictions, facilitated by the CPO NI and Ms Renée English CPO RI. Parish panel training is planned in other dioceses later this year.

A Memorandum of Co-operation between Faith and Worship Organisations in NI and the Police Service for NI (PSNI), which deals with management of sex offenders in their attendance at places of worship, has been a most significant development. This will ensure safer management through formal agreements in the small number of situations where offenders wish to return to parish worship. The CPO (NI) has attended a number of relevant training courses dealing with this issue including the national Church of England and Methodist Church Safeguarding Conference 2012 and the National Organisation for the Treatment of Abusers (NOTA) conference ‘*Sexual Violence: Facilitating reintegration and preventing recidivism*’.

The CPO (NI) is part of a working group which is reviewing and updating ‘*Our Duty to Care*’, and is also a member of the Belfast Local Adult Safeguarding Panel. Membership of both groups is providing helpful insight as guidance is developed particularly for working with vulnerable adults in church settings.

The Diocesan Evaluation Teams met in February 2012 for information sharing and distribution of this year’s evaluation visits. The Board of Education offers sincere thanks to the evaluators for their continuing diligence and expertise in carrying out these parish visits.

Mrs Claire Geoghegan (AccessNI co-ordinator in the office of the Board of Education in Belfast) continues to provide an important service to parishes processing in excess of one hundred applications for Enhanced Disclosure checks to AccessNI per month. The long-awaited outcome of the review of the Vetting and Barring Scheme is still a ‘work in progress’ by government departments. In the meantime the current definitions of regulated activity with the requirements to carry out AccessNI checks and when appropriate to make referrals to the Independent Safeguarding Authority all still apply.

#### **9. Building Blocks Children’s Ministry Conferences**

In November 2011, the ninth annual Building Blocks conference took place in Belfast and Dublin. The organising committees comprise representatives of the Church of Ireland, Presbyterian Church, Methodist Church, Scripture Union and also some new churches from the Dublin area. The Belfast and Dublin events together drew over 400 delegates from a wide range of churches, with the Church of Ireland having the largest representation at both venues. The key-note speaker was Mr Nick Harding a well known author of resources for Children’s ministry leaders. Nick also led a morning seminar on All-age Worship for Intern-Deacons in the Church of Ireland Theological Institute as part of their practical training programme. This was followed by a lunch time talk to the clergy of Dublin & Glendalough.

These conferences which feature a variety of practical seminars have become established as important sources of inspiration and training for children’s ministry leaders. Details of the conferences including seminar notes are available at: <http://www.buildingblocks.ie>

On the wider issue of this Board’s role within Children’s Ministry, the Secretary is a member of the Children’s Ministry Network group which is presently considering potential areas of work for such a group across all the dioceses of the Church of Ireland. The Board awaits the outcome of the Network’s report to Standing Committee this year regarding a future role for this proposed body.

#### **10. Annual Theological Lectures at Queen’s University Belfast (QUB)**

The 2012 lectures were held on the 20<sup>th</sup> and 21<sup>st</sup> February and were delivered by the Revd Dr Graham Tomlin, the Principal of St Paul’s Theological Centre and Dean of St Mellitus College, London. The subjects of his lectures were: *Culture and Character and Community and Virtue*. These annual lectures which continue to be well attended and appreciated by a wide range of people are arranged by the Church of Ireland Chaplaincy at QUB and funded by this Board.

**11. Personalia**

The Board offers its sincere thanks to Dr Wilfred Mulryne who resigned in 2011 because of his relocation to England. Dr Mulryne has contributed much to the work of this Board from his wide knowledge of education and experience as a school principal in NI.

During the past year members were saddened by the death of Mr Leslie Johnston, elected member for Armagh diocese. Mr Johnston was a highly esteemed member whose professional experience as a senior social worker was greatly valued by this Board and the diocese where he also served as a faithful member of the Safeguarding Trust Support Team.

## **B. Board of Education (Republic of Ireland)**

### **ROLE**

- shall have power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an educational partner to the Department of Education and Skills (DE&S) and other educational bodies;
- support, through the *Follow Me* programme, religious education in primary schools under Protestant management;
- co-ordinate and encourage the participation in the Synod Examination in Religious Education;
- provide training and advice to Bishops and boards of management;
- provide training and an 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.

### **Review**

On a national level, the provision of primary level education is facing serious challenges. Budget 2012 set out the areas to be initially affected as follows; school transport; teacher retention, resource hours, Special Needs Assistants (SNA) hours, capitation and capital funding. These budgetary measures are beginning to impact on schools across the State. Smaller primary schools are especially vulnerable and were the subject of a “value for money” small schools review in 2011. Currently twenty five per cent of Church of Ireland primary schools are considered to be small schools and the budgetary measures are a major concern. The Minister has also confirmed that, based on legal advice from the Attorney General, he is not in a position to review the decision to withdraw particular funding to fee-charging secondary schools. However, an increase in funding was made available to the SEC in support of student fees (which is outlined in the Secondary Education Committee (SEC) Report included in this book of reports).

Representatives of the Board and House of Bishops have met with the Minister on a number of occasions since his appointment in March 2011 and have also met with a range of TDs and Senators. In addition, the Board is in contact with senior officials from the Department of Education and Skills on a regular basis. In 2012, the Board will continue to lobby at a national political level with a view to supporting schools and their Patrons as they seek to maintain the viability of the network of Church of Ireland schools across the State.

### **EXECUTIVE SUMMARY:**

- Personalia
- Submissions to the Department of Education and Skills
- Transport Scheme D
- Proposed new Post Primary Schools.



- Safeguarding Trust
- Garda Vetting
- Conferences
- Grants

### **Personalia**

The Board wished Archbishop John Neill well in his retirement in January 2011 and welcomed his successor as Archbishop of Dublin and Glendalough, the Most Rev Dr Michael Jackson, formerly Bishop of Clogher, as the Board’s new Chair.

The Board was sad to learn of Mrs Jennifer Byrne’s decision to resign her position with the Representative Church Body. Mrs Byrne gained the widespread respect of all the Education Partners and was of invaluable assistance to Boards of Managements and Principals in Church of Ireland schools during her time with the Board of Education. The Board wishes Mrs Byrne every success in her new role as Deputy Diocesan Secretary for the United Dioceses of Dublin and Glendalough.

Ms Eimear Ryan was appointed Education Advisor to the Board. Ms. Ryan is a solicitor and was part of the RCB legal department and retains a practising link with that department in her new role. The Board warmly welcomes Ms Ryan and looks forward to her advising it in its work.

Mr Ruairí Quinn, TD was appointed Minister for Education and Skills in March 2011. The Board wished the Minister well on his appointment.

In February 2012, the Secretary General of the Department of Education and Skills, Ms Bridget McManus, retired from her post and was succeeded as Secretary General by Mr Seán Ó’Foghlú. The Board wished Mr Ó’Foghlú well on his appointment.

Other appointments:

The Secretary, with the approval of the Board, accepted an invitation to serve on the Board of “Le Chéile.” The Secretary was also elected a Governor of the Incorporated Society for Promoting Protestant Schools in Ireland and to the Board of the APCK and the Committee of the Sunday School Society. He looks forward to representing the Board on each of these bodies.

### **Submissions to the Department of Education and Skills**

The Board made the following five formal submissions to the Department of Education and Skills in 2011;

1. Incidental schools inspections at primary level: wherein the Board generally welcomed the introduction of this method of inspection by the inspectorate.
2. Submission on school enrolment: wherein the Board highlighted that Church of Ireland and Protestant schools at both primary and post primary level have particular requirements in relation to enrolment policies that are necessary to support the purpose and role of schools to the Protestant community across the state.
3. Vetting Bureau Bill 2011: wherein the Board highlighted its concerns in relation to the use of information gathered in the vetting process and offences that were to be considered relevant for child protection purposes.

4. Submission on cost savings to be achieved following the publication of the National Plan for Economic Recovery: wherein the Board expressed the view to the Department that Education should not be subject to such reductions and that the targets given for reductions were unreasonable and would be difficult to achieve in practice.
5. Submission on the Value for Money Review of Small Schools: wherein the Board gave a lengthy submission on the importance of rural schools to local communities and presented evidence from a number of academic sources to highlight that other EU countries subsequently regretted decisions to close small schools in rural/sub-urban areas. The submission also highlighted the shortcomings of the evidence which suggests learning outcomes for children in larger schools are better than those for children in smaller schools.

The Board also made a lengthy written submission to the National Forum on Primary School Patronage which was supported by an oral presentation to the Forum in April 2011 and a second oral submission in November 2011. The Board is very grateful to The Rt Rev Paul Colton, Bishop of Cork, Cloyne and Ross and to Dr Anne Lodge, Principal of Church of Ireland College of Education who together with the Secretary represented the Board at the Forum over three days in April and also in November 2011.

#### **Transport Scheme D (primary)**

The number of qualifying families for this grant stands at 312 and grants totalling €66,902.10 for the school year were received from the Department of Education and Skills at the end of December 2011. This scheme will be administered by the Department of Education and Skills for any new applicants from 2011.

#### **Proposed New Post Primary Schools**

The Minister for Education and Skills announced his intention to build twenty new post primary schools across the State to open in 2014. The Archbishop of Dublin and Glendalough, acting on substantial evidence of parental demand, applied to the Minister for patronage of the proposed new post primary school in Greystones, Co Wicklow. Following an approach from Co Dublin VEC, the Archbishop of Dublin and Glendalough agreed to be the “designated partner” in Co Dublin VEC’s application for the proposed new post primary school in Mulhuddart, Co Dublin in conjunction with the other local Protestant and Pentecostal Churches. The Minister will make a decision on the awarding of patronage in mid 2012.

#### **Safeguarding Trust**

The Child Protection Officer (CPO RI) continues to provide advice and guidance on a range of issues to parishes and dioceses throughout the Republic. There has been an increased level of demand in 2011.

Training in Safeguarding Trust for panels and workers was carried out during the year by the diocesan trainers and by the CPO. Safeguarding Trust implementation was further enhanced by the setting up of a team of parish evaluators for the Dioceses and Meath and Kildare. Training was provided for the team and for members of the Select Vestries of these dioceses. Parish evaluations are ongoing in other dioceses.

## Board of Education – Report 2012

A meeting for diocesan support teams was held in Church of Ireland House in November 2011. There was a good attendance and wide diocesan representation. A presentation was made by Ms Jan Perrin HSE Information and Advice Officer, Children First. She briefed the group on upcoming developments in child protection in the Republic, including the plan to place the National Child Protection Guidance ‘Children First’ on a statutory basis. This was a lively and informative meeting.

The Board greatly appreciates the contribution to Safeguarding Trust implementation which is provided by dedicated volunteers from the diocesan support teams.

The CPO provided Safeguarding Trust training for students of the Church of Ireland Theological Institute.

A training/refresher day for clergy, co-presented with Ms Margaret Yarr (CPO NI) was held in October and was attended by 15 members of clergy.

The CPOs attended the Church of England and Methodist Church Annual Safeguarding Conference, entitled ‘Surviving and Thriving’.

Further valuable training attended by the Secretary and the CPO was a seminar entitled ‘Inside the Minds of Sex Offenders,’ delivered by Mentor Forensics.

The CPO maintained her registration as a Keeping Safe trainer, delivering the revised programme which includes disability awareness. She also maintains links with voluntary and statutory organisations and is a member of a number of child protection committees.

A link has been made with the Garda National Bureau of Criminal Investigation at Harcourt Square. The CPO is the designated liaison person for purposes of reporting concerns of child abuse, current or historical, to this unit. The NBCI has requested to be informed of all cases involving allegations against Church workers, even when they have been reported to An Garda Síochána at local level. A small number of child abuse concerns have been reported to the HSE.

It is notable that a number of historical allegations concerning Church workers relate to events of several decades ago, some of which were not disclosed at the time. This is consistent with research findings of the lifetime impact of abuse. It reinforces the need for preventive child protection practice.

The CPO has offered to meet individuals making allegations and this offer has been taken up in two cases to date.

### **Garda Vetting**

Following the resignation of Mrs Jennifer Byrne, Ms Eimear Ryan was appointed an authorised signatory for Garda Vetting. Ms Ryan works in conjunction with the CPO Ms Renee English, the second authorised signatory, in the processing of Garda Vetting application forms for school ancillary staff and parishes. Ms Ryan has undergone training with An Garda Síochána in Thurles in relation to this function.

The process of Garda Vetting is a slow and methodical procedure which can take many weeks. The authorised signatories endeavour to “turn around” vetting applications in the shortest possible time but are also relying on the under-resourced Garda Central Vetting Unit. However, the Board is pleased to advise that the Church of Ireland has been chosen to pilot a new online Garda Vetting procedure. Dr Fennelly, Ms Ryan and Ms English will liaise with An Garda Síochána in relation to this project and it is hoped that the

## Board of Education – Report 2012

rolling out of the pilot project will commence in summer 2012. An online system of processing vetting applications will replace the cumbersome paper based system and should speed up the process enormously. The Board looks forward to reporting on the progress of this project to General Synod 2013.

### **Conferences**

The Secretary attended the ASTI and INTO annual Conferences held in Cork and Sligo respectively in May 2011.

The Secretary was also invited to attend the annual conferences for the IVEA, ACCS, NTF and the National Parents Council Post Primary.

The Secretary and/or Ms Ryan also attended the CPSMA and NABMSE annual Conferences in 2011.

These annual conferences are tremendous opportunities to promote the role of the Church of Ireland in education, through meeting key decision makers involved in the provision of Irish education.

CIPSMA held its first annual conference in the Kings Hospital, Dublin in March 2011 on the theme of school patronage. This venture was a great success and brought a sense of solidarity to principals and chairs of Boards of Management in Church of Ireland primary schools who gathered from around the country.

### **Grants**

The Board continues to provide 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 continues to provide grant aid to 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.

## Synod Examination in Religious Education

The prize winners for 2010/2011 were as follows:

### First year

Alexandra College	Flora Perry-Knox-Gore	Morgan Jellett Fund Prize
Alexandra College	Aislinn Redbond	Morgan Jellett Fund Prize
The Kings' Hospital	Eva McLoughlin	Morgan Jellett Fund Prize
Newpark Comprehensive	Cillian O'Brien	Junior Division Prize
Newpark Comprehensive	Claire Mullen	Junior Division Prize
Alexandra College	Julie Ryan	Junior Division Prize
Newpark Comprehensive	Ricky Davis	
Cavan Royal	Charlie Cosnett	Junior Division Prize
Monaghan Collegiate	Nicole McCarron	Junior Division Prize
The Kings' Hospital	Emer King	
Monaghan Collegiate	Rory Gallagher	
Monaghan Collegiate	Nathalie Kingham	
Royal & Prior	Lucy McClintock	
Royal & Prior	Roanne Lecky	
Royal & Prior	Jordan Neilands	

### Second year

Alexandra College	Zena Sheehan	James Fitzgerald Gregg Prize
Alexandra College	Rachael Slattery	James Fitzgerald Gregg Prize
The Kings' Hospital	Jack Kyle	James Fitzgerald Gregg Prize
Alexandra College	Louise McCollum	Junior Division Prize
Royal & Prior	Kirsty McKinney	Junior Division Prize
The Kings' Hospital	Jessica O'Leary	Junior Division Prize
The Kings' Hospital	Nadia Hourihan	Junior Division Prize
Cavan Royal	Priye Joe-Otuma	
Royal & Prior	Julie Moore	
Royal & Prior	Ellen Patterson	
Monaghan Collegiate	Shannon Forde	
Monaghan Collegiate	Natasha Wilson	
Newpark Comprehensive	Rebecca Sullivan	
Newpark Comprehensive	Sean Bean	
Newpark Comprehensive	Sinead Gallagher	
Cavan Royal	Melissa Heaslip	
Monaghan Collegiate	Clive McCoy	

### Third Year

Alexandra College	Emily McCollum	Morgan Jellett Memorial
Alexandra College	Ellen O'Toole	2 <sup>nd</sup> Prize

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### Transition Year

Wilson’s Hospital	Rebecca English	Ferns Fund
Wilson’s Hospital	Holly Lacey	2 <sup>nd</sup> Prize
Wilson’s Hospital	Chloe Taylor	3 <sup>rd</sup> Prize
Wilson’s Hospital	Avril Simpson	

### Fifth/Sixth Years

The Kings’ Hospital	Sarah Scales	Ferns Exhibition
Royal & Prior	Georgina Smith	2 <sup>nd</sup> Prize
Wilson’s Hospital	Araceli Martin	3 <sup>rd</sup> Prize
The Kings’ Hospital	Catherine Jennings	Senior Division Prize
Wilson’s Hospital	Katie Coyle	Senior Division Prize
The Kings’ Hospital	Oisín Leonard	
Royal & Prior	John Fallows	Senior Division Prize
The Kings’ Hospital	Ramon Moran	
Wilson’s Hospital	Macarena Cuervo	
Royal & Prior	Lewis Alcorn	
Wilson’s Hospital	Ana Sanchez	

The Board would like to thank Rev David McDonnell who kindly agreed to act as Examiner again this year.

**Appendix A**

**THE GENERAL SYNOD BOARD OF EDUCATION**

The following are the members of the Board and its committees as on 31 March 2012.

**THE GENERAL SYNOD BOARD OF EDUCATION**

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Mr Samuel Harper

Mrs Ethne Harkness

Ven Robin Bantry White

Rev George Davison

*Elected members*

Armagh

Rev Canon John McKegney

Vacant

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

Mr Thomas Hardy

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***Co-opted members***

Mr Thomas Flannagan	Mr Michael Hall
Mrs Rosemary Forde	Mr Alan Cox
Mrs Helen McClenaghan	Mr Ian Coombes
Mr Roy McKinney	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 Stephen Farrell
Dr Anne Lodge	

***Secretary to the General Synod Board of Education:***

Dr Ken Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6.

***Secretary to the Board of Education (NI)(in attendance)***

Rev Ian Ellis, Church of Ireland House, 61-67 Donegal St, Belfast BT1 2QH.

**EXECUTIVE COMMITTEE  
(FOR THE YEAR ENDED 31 MARCH 2013)**

Two members of the House of Bishops

Rev George Davison  
Ven Robin Bantry White  
Rev Canon John McKegney  
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, Most Rev Alan Harper  
Bishop of Clogher, Rt Rev John McDowell  
Bishop of Down and Dromore, Rt Rev Harold Miller  
Bishop of Kilmore, Rt Rev Kenneth Clarke  
The Bishop of Connor, Rt Rev Alan Abernethy  
The Bishop of Derry, Rt Rev Kenneth Good

Lay Hon Secretary of General Synod, Mrs Ethne Harkness  
Clerical Hon Secretary of General Synod, Rev George Davison

***Elected members***

Armagh	Rev Canon John McKegney Vacant
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  
Mrs Helen McClenaghan  
Mr Thomas Flannagan  
Mr Roy McKinney  
Mrs Rosemary Forde  
Canon Wilfred Young  
Professor Kenneth Bell  
Mr David Brown (CIYD)

***Observers***

Rev Canon Peter McDowell  
Mr James Kerr

***Honorary Secretary, Board of Education (Northern Ireland)***

Mr James Bunting

***Honorary Treasurer, Board of Education (Northern Ireland)***

Mr Roy McKinney

***Secretary, Board of Education (Northern Ireland)***

Rev Ian Ellis, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

**BOARD OF EDUCATION (REPUBLIC OF IRELAND)**

***Ex officio members:***

The Archbishop of Dublin

Honorary Secretaries - Ven Robin Bantry White, Mr Samuel Harper

***Elected by House of Bishops:***

Bishop of Kilmore, Rt Rev Kenneth Clarke

Bishop of Cork, Rt Rev Paul Colton

***Diocesan Representatives:*** Mr Adrian Oughton, Rev G Wharton

***Post primary representatives:*** Mr Michael Hall, Ms Rosemary Maxwell-Eager

***Third level representatives:*** Professor Paul Johnston, Dr Anne Lodge

***Primary representatives:*** Rev Brian O'Rourke, Ms 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 Ken Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

**APPENDIX B**  
**SECONDARY EDUCATION COMMITTEE**  
**REPORT 2012**

**Membership**

***Church of Ireland***

The Rt Rev Paul Colton, Bishop of Cork, Cloyne and Ross (Chairman)

The Rev Canon Robert Black

Mrs Joan Bruton

Mr Edward Lindsey

Mrs Patricia O'Malley

Rev Brian O'Rourke

Ms Elizabeth Oldham

Mr Adrian Oughton

Mr Geoffrey Perrin

***The Presbyterian Church***

Rev Mary Hunter (Deputy Chairman)

Mrs Eleanor Petrie

***The Methodist Church***

Rev Nigel Mackey

Dr John Harris

***The Religious Society of Friends***

Mr Alan Harrison

Mr David Grubb

**Secretary to the Committee and to the Company**

Dr Ken Fennelly

**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. The distribution of a Block Grant provided by the Department of Education and Skills (DE&S) to ensure necessitous Protestant children may attend Protestant secondary schools and the representation of the interests of the member churches in the post-primary education system.

The Committee operates as a limited company thus allowing both the corporate body and the liability of individual members to be appropriately insured.

### **Block Grant Scheme**

Enrolments (2010/11) in the twenty-one fee charging schools totaled 9,803 (9,794 in previous year). This figure does not include the five comprehensive schools. In the school year 2010/11 the audited accounts showed the total amount, received from the DE&S, was €6,481,720 (€6,381,185), the grant in aid of fees totalled €6,541,479 (€6,580,259) and the capitation adjustment grant was incorporated (€244,126). The net cost of administering the SEC scheme was €109,130 (€115,752). There is a small grant to assist the running of the office.

The following numbers of grants were awarded in respect of the 2010/11 school year: 1,681 day grants (1,588), 837 boarding grants (894), 2,518 in total (2,482).

The Committee agreed to retain the grants for the school year [2011/12] on a scale from boarding €570 - €7,767 (€1,140 - €7,767) day €240 - €820 (€480 - €2,820). An increase in certain allowances was also agreed in relation to the reckoning of assessments. This resulted in improved access to grants for a number of families.

The Administrator, Mr David Wynne and Mrs 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**

In 2011 a dialogue was continued between representatives of the Protestant schools sector and the Department of Education. This dialogue reached a hiatus on the fall of the Fianna Fail/Green Government. While these discussions have not closed, the new Minister has not initiated the resumption of that dialogue. Protestant fee-charging schools were disappointed to have a further one point rise on their pupil teacher ratio (ptr) imposed on them in the Budget in late 2011. This puts the (ptr) in (Protestant and Catholic) fee-charging schools at two points above all other second level schools in the State. Budget 2012 also announced plans by the D.E &S to conduct an analysis of all fee-charging schools to determine schools net income from fees. The DE&S has been in contact with schools recently and has also met with the Committee on Management in this regard.

In 2011, Wilson's Hospital School, a fee paying boarding school, entered the Department of Education and Skills' Free Tuition Scheme. This entitles the School to the full Pupil / Teacher Ratio and the return of Department Support and Services Grants. The SEC boarding grant remains payable to support boarding families on the same basis as all other pupils attending SEC boarding schools. The School retains its Admissions Policy and ethos and remains under the Trusteeship of the Archbishops and three Bishops of the Church of Ireland.

The SEC exists to increase access for children from Protestant traditions to attend second level schools from of a Protestant tradition. In this regard, the SEC notes with concern the continuing trend of low levels of Protestant children transferring to Protestant second level schools from primary level. It is noted that the increased budget cuts at primary level may well lead to the closure of up 20% of Protestant primary schools over the next four/five years which may significantly impact on this situation in the long term.

However, mention was made in last years Report on focused discussions between the SEC and the Department of Education and Skills on securing the future of the “Block Grant”. Given the overall context of policy in relation to second-level fee-charging schools, the SEC had ongoing concerns about the security of the grant, despite numerous reassurances from Ministers for Education over many years. It was put to the Department of Education and Skills that the annual payment of the “Block Grant” to the SEC has never had any formal footing and has been at the discretion of the Minister of the day since its inception in 1968. After a series of negotiations, a Memorandum of Understanding was agreed between the Department of Education and Skills and the SEC. The level of the “Block Grant” will, from January 2011 onwards, be determined by analyzing the level of need expressed through applications. This will be done at four year intervals. This will give stability to the level of funding received, which in the past had always fluctuated. In recent years the SEC had been unable to cope with this fluctuation since it no longer had reserve funding following a direction from a previous Minister for Education and Science to disperse its reserve funding. A key provision of the Memorandum of Understanding is that the status of the grant is no longer solely at Ministerial discretion but is sewn into the “ordinary” round of Department of Education and Skills annual funding.

### **Administration**

The Committee maintains a review and appeal procedure, in the form of an appeals sub-committee, for applicants who are dissatisfied with a decision by the grants office. The Appeals Committee considers a number of appeals annually. Each case was reconsidered on agreed criteria and is determined by the level of need and the amount of funds available after the current years grant payments have been made. A number of applicants had their grants increased.

The Committee appreciates the work of the Administrator, Mr David Wynne and the Administrative Assistant Ms Bridie McCauley and, during grants processing, Ms Penny Dewar. The office is under the management of the Secretary Dr Kenneth Fennelly. The Committee is also grateful for the advice and assistance it receives throughout the year from its auditors Deloitte and in particular Mr Tom Cassin, Partner, Deloitte.

**APPENDIX C**

**SUNDAY SCHOOL SOCIETY REPORT**

**SUNDAY SCHOOL SOCIETY FOR IRELAND**

The most exciting and interesting development in 2011 was the setting up of the Children’s Ministry Network. We are extremely grateful to the Rev Anne Taylor who, on our behalf, did a great deal of work to get it set up. We look forward to future developments.

Training children’s ministry leaders remains the priority of the Society. One very successful evening event is our Autumn Training Evening held in Holy Trinity, Rathmines. Numbers still show us that it is needed and appreciated by many leaders around the Diocese and further a field. Our speaker in 2011 was Ms Barbara McDade who is the Programme Co-ordinator with the Presbyterian Church.

The national children’s ministry conference ‘Building Blocks’ was fully booked in 2011. Participants from Church of Ireland parishes made up approximately half of the 250 attending the Dublin Conference and came from parishes throughout the dioceses. The key-note speaker was Mr Nick Harding, Children’s Ministry Adviser for the Diocese of Southwell and Nottingham. He was very ably supported by a team of excellent seminar leaders. Rev Anne Taylor chairs the Dublin Committee and Mrs Heather Wilkinson is the venue co-ordinator. The 2012 ‘Building Blocks’ Conference will take place on Saturday 14<sup>th</sup> November in Belfast and Saturday 24<sup>th</sup> November in Dublin and the key-note speaker will be well known children’s story writer Mr Bob Hartman.

The Sunday School Society Resource Centre continues to survive in a time of extreme economic difficulty and we finished the year with a very small deficit. Much of this was due to some generous donations from loyal supporters and parishes for which we are extremely grateful. However we cannot afford to be complacent as we struggle all year to improve on sales and so be able to continue to provide a service to the Church of Ireland. Ms Gillian Kohlmann and Ms Betty Cox, in spite of reduced working hours, work very diligently to fulfil orders in the shortest possible time. Please remember us when you need books and other resources and help us to survive through these difficult times.

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**CHURCH OF IRELAND YOUTH DEPARTMENT**  
**REPORT 2012**

**MEMBERSHIP**

***Executive***

<i>President</i>	The Rt Rev John McDowell (appointed Dec 2011) The Rt Rev Alan Abernethy (resigned Nov 2011)
<i>Chairman</i>	Rev Paul Whittaker
<i>Treasurer</i>	Mr Edward Hardy
<i>Secretary</i>	Mrs Judith Peters

Rev Adrian Dorrian  
Mr Andrew Brannigan  
Mrs Alison Jones  
Mr David Brown (Youth Ministry Co-ordinator) *ex-officio*

**Central Board – Executive (*above*) and:**

Mr Steven Brickenden	Rev Ian Cruickshank
Mr Alan Williamson	Dr Quentin Heaney
Ms Joyce Clinghan	Rev Malcolm Kingston
Miss Julie Currie	Rev Dianne Matchet

***CIYD Director***

Mr David Brown

***Full-time Youth Ministry Development Worker Northern Ireland***

Mrs Sharon Hamill

***Full-time Youth Ministry Development Worker Republic of Ireland***

Ms Jude Trenier

***Secretary in Elmwood Avenue, Belfast***

Mrs Barbara Swann

### **Programme review January to December 2011**

There is no doubt that the past year has been very busy and challenging for CIYD. A number of concerns have had to be addressed that have been time consuming but ultimately have led to clarity of purpose and vision.

As an update for the Church, CIYD's programme for 2011 has seen:

- Twelve successful 'Connect' training opportunities for Youth Ministers delivered in Northern Ireland, with an average attendance of about 40 participants;
- One well attended training day for youth workers delivered in partnership with Dublin Diocese;
- Two successful 'Reflect' residentials for voluntary youth leaders delivered respectively North and South with an attendance of about 40 youth leaders per residential;
- A number of well attended Diocesan Youth Network meetings facilitated by CIYD;
- The pilot Manus training programme delivered to Clergy regarding human resource management;
- Clergy training on youth concerns for CITI Ordinands;
- Anois Youth Camp for 150 young people and up to 50 young adult leaders;
- One All-Ireland youth workers' retreat to Scotland; and
- Over one thousand cups of coffee and many more tray bakes served at the CIYD Summer Madness 'Connect' venue;
- CIYD's devolved funding programme to dioceses has provided excellent support for much youth ministry in the dioceses.

Finally, CIYD witnessed in 2011, the successful completion and closure of the original Jump programme. Both of last year's interns have now taken up full time youth ministry training with the Centre for Youth Ministry Ireland in Belfast.

Clearly what cannot be entirely quantified is the level of work, planning, prayer and preparation that staff, volunteers and the Department's committees have put into this year. Thanks be to God!



## **CIYD Programme, January to June 2012**

### **January:**

18<sup>th</sup> **Connect NI** Theme: Working with a plugged in Generation (Lurgan).

### **February:**

9<sup>th</sup> – 10<sup>th</sup> **Diocesan Youth Network** (Dublin).

22<sup>th</sup> **Connect NI** Theme: Working with Families.

24<sup>th</sup> – 26<sup>th</sup> **Reflect RI** (Tullamore).

### **March:**

22<sup>nd</sup> **Connect NI**. (Belfast). Theme: Pastoral Care.

23<sup>rd</sup> – 24<sup>th</sup> **Connect RI** (Limerick). Developing Youth Ministry Leadership.

### **April:**

25<sup>th</sup> **Connect NI**. Theme: Continuing Professional Development for Youth Ministers.

30<sup>th</sup> **Connect Residential** (All Ireland). Led by Bishop Ken Clarke.

### **May:**

1<sup>st</sup> – 2<sup>nd</sup> **Connect Residential** (All Ireland). Led by Bishop Ken Clarke.

10<sup>th</sup> – 12<sup>th</sup> **General Synod** (All Ireland).

22<sup>nd</sup> – 23<sup>rd</sup> **Diocesan Youth Network** Gathering of all Diocesan Youth Officers and CIYD team.

### **June:**

20<sup>th</sup> **Connect NI** Theme: The Bible. Being in the Word and of the Word (Belfast).

29<sup>th</sup> – 3<sup>rd</sup> July **Summer Madness** CIYD facilitates leadership training and coffee dock area for participants (Glenarm).

### **Matters of note:**

#### **CIYD Staffing matters**

CIYD is delighted to welcome Ms Jude Trenier as the new Youth Ministry Development Officer (Republic of Ireland). Jude brings a broad and diverse experience of work with young people and is a well-known trainer and speaker in UK Christian circles. Jude's role will see her travel far and wide across the Church and Irish youth networks.

Mrs Barbara Swann as the Office Administrator carries significant responsibility; not only for the office in Belfast but all logistical issues and some financial concerns relating to CIYD's

## Church of Ireland Youth Department – Report 2012

all Ireland services. In light of staff changes and challenges, Barbara has taken up additional responsibilities and her contribution and commitment is duly noted.

### **CIYD and Volunteerism**

Following discussions by the CIYD Central Board (February 2012), CIYD has begun to address how best to support young adult ‘internships’ and young adult volunteers across the Church who commit to serving young people and their faith. These questions have been raised as a direct result of a review of the ‘Jump’ Programme. CIYD has therefore begun explorations as to the creation of a *resource post* that is in itself voluntary and will seek to build on ‘Jump’ by finding ways to support and resource young adults.

### **Church of Ireland Diocesan Youth network**

The Church of Ireland Diocesan Youth Network meets bi-annually and is facilitated by CIYD. As an informal network, meeting a number of times a year allows space and time to consider youth ministry matters and to provide support to Diocesan youth practitioners. At its most recent gathering, the network addressed the following issues:

- Sustaining the work of consistent Diocesan youth ministry;
- What does a Parish or Diocesan Youth Worker do next?
- Youth Ministry training.

### **CIYD Strategic development**

General Synod’s attention is drawn to CIYD’s Strategic plan for the period 2012 – 2015. (Appendix A).

### **Update on CIYD networks and developments across Ireland.**

#### **Youth Link (NI)**

The Youth Department is pleased to note that the Rev Stephen McElhinney will be taking up one of the CIYD vacancies on the Youth Link Council. CIYD’s remaining representatives are Mr Andrew Brannigan, Mrs Sharon Hamill and Mr David Brown.

#### **Youth Net**

CIYD is represented by Mr David Brown, who acts as Youth Net’s vice-Chair.

**National Youth Council of Ireland**

CIYD is represented by Mr David Brown.

**National Youth Work Advisory Committee**

This committee functions as the Republic of Ireland’s Youth work advisory panel. Mr David Brown represents the Church of Ireland on this advisory committee.

**Belfast Health Trust, Faith based Sexual Health committee**

Mrs Sharon Hamill represents CIYD on this committee.

**Love For Life Hub**

Mrs Sharon Hamill represents CIYD on this committee.

**Board of Education NI and RoI**

Mr David Brown represents Youth Department on the Board of Education (NI).

Ms Claire Bruton, represents CIYD on the Board of Education (RoI).

**Church of Ireland Mission Council**

CIYD has nominated Ms Jude Trenier to this committee.

**Summer Madness 2012**

Summer Madness is moving this year to Glenarm in Co. Antrim. CIYD anticipates providing a Leaders’ venue and a range of workshops in support of this vibrant ministry, in addition to working closely with the Summer Madness team at a number of levels in the planning, deliver and evaluation of the event.

**Children’s Ministry Network**

Mr David Brown is in attendance at this new network.

## Appendix A

### CIYD Strategic Plan 2012-2015

#### Key Aims

The Church of Ireland Youth Department is directed by the Church of Ireland General Synod, to be responsible ‘for the development and co-ordination of Church of Ireland youth ministry.’ As such, for the period of 2012 – 2015 the Church of Ireland Youth Department’s key aims fall under the following headings:

- **Equipping the Church**, in Christian youth ministry and youth work practice;
- **Empowering**, the Church of Ireland as a denomination regarding youth work issues and concerns;
- **Engaging** with volunteers, youth workers and Church leaders in terms of their youth ministry provision and needs;
- **Understanding our context**, through research, development and publication on youth ministry practice;
- **Influencing**, youth policy development and networks;
- **Governance and Management** in a manner that is efficient and accountable;
- **Communication** that is regular and appropriate to the needs of the Church of Ireland.

#### Children’s Ministry

In addition, the Church of Ireland Youth Department will, in response to a request from Standing Committee, work with the Children’s Ministry Network towards a joint strategy for the creation of a Youth and Children’s Department.

#### Value Base

Central to the Church of Ireland Youth Department is our commitment to the Christian faith as articulated by the Church of Ireland.

In addition to this CIYD is committed to being an organisation that:

- Works in **Partnership** with others, and especially across the Church of Ireland;
- Is committed to developing through **Relationship** with individuals and other organizations;
- Seeks to **Listen** to the voice of young people, youth leaders and others;
- Ensures that its ministry is **Appropriate** to the variety of contexts across the Church of Ireland;

## Church of Ireland Youth Department – Report 2012

- Is, and is seen to be, **Equitable** in its treatment of others;
- Makes best use of all its resources by seeking to be as **Efficient** as possible;
- Endeavors to **Communicate** with others in a manner that is clear, appropriate and regular;
- **Serves** young people and those that work with them;
- Places a high value on the contribution and role of the **Volunteer** and those that work with young people;
- Recognises the breadth and depth that exists across the Church of Ireland and the community it serves and values the **Diversity** inherent in this.

### **DERRY & RAPHOE**

Over the past year Derry and Raphoe Youth (DRY) & Raphoe Diocesan Youth Council (RDYC) have been continuing to grow and reaching out to more and more young people.

RDYC's busy year of activities included a successful Youth Weekend in Co Down, ten pin bowling, Diocesan family Service and Carol Service.

For DRY this year we saw the welcome return of United Live, the Confirmation Overnight & DRY Weekend, On the Move Reunion and Airsoft. We also went to the last Summer Madness at the Kings Hall

We had our first ever Youth Leader Retreat in which 50 leaders from across DRY & RDYC came together for training.

Events coming up include the first Romance Academy in the North-West, On The Move Castlederg, and training for young people and leaders including Open College Network (OCN) levels 1 & 2. We are currently in the process of appointing a new Diocesan Youth Officer.

### **UNITED DIOCESES OF DUBLIN & GLENDALOUGH**

Two words have come to define the pursuant work of the United Diocesan youth initiative 3Rock Youth; Collaboration and Creativity. When the desire to gather and serve together combines with the endeavor to risk and re-imagine what is before us we find the future; a place where change no longer hesitates. This is a future wholly found in Jesus, full of hope emanating from youth and churches and families and universities. The future is today and we are consistently thankful for the opportunity to participate in it together.

We are engaged in mission, discipleship, leadership training, evangelism & developing resources (including Ireland's first youth work smart phone App) all through creative conversations in youth clubs, Cathedrals, schools, churches & homes; online, on streets, on radio & on tv- this year engaging in developing a United Diocesan programme for confirmation. A specific highlight has been chairing the Diocesan Youth Network (DYN) by

## Church of Ireland Youth Department – Report 2012

D+G Youth Officer Mr Greg Fromholz. The DYN consists of the Diocesan Youth Officers (DYO) from the north and south of Ireland and CIYD.

Partnering ecumenically, north and south, continues to be part of the ongoing work specifically in the areas of the International Eucharistic Congress (3Rock will be speaking, MCing, facilitating community development and creatively imputing at the conference) & the "Wear It Out Campaign" challenging youth on being conscientious consumers in partnership with Tear Fund, Fields of Life, Summer Madness & TOMs Shoes among others.

### **CORK**

The work of the Youth Council continues to develop with parish work, events and schoolwork being central to the ministry. Having come to the end of this triennial period, the Youth Council has reviewed the *Strategic Plan 2008 – 2011*, in the form of a *Progress Report*. The *Mission, Vision, Values and Goals* have been revised and the Youth Council has also set out a *Work Plan* for the period 2011 – 2014. Both have stemmed from a consultation with many stakeholders across the Diocese and beyond.

Enthusiastic youth, parents, teachers, congregations and even some Clergy continue to push forward the youth work in Cork. We have an army of volunteers for whom we in the Diocese are truly thankful. These leaders continue to drive change and inspire us all to serve our young people unconditionally.

Schools Work continues apace with a successful model of delivering quality workshops to secondary school pupils across the county of Cork.

Programme events included: Leaders Weekend; Table Quiz; Sun-Up; Summer Madness; Romanian Mission Trip; Christmas Bash.

Our first set of leaders trained to Further Education and Training Awards Council level 5 qualifications in Youth Work - in partnership with the Y.M.C.A.

### **CLOGHER DIOCESE**

It has been a year of new initiatives in the diocese. In March, we appointed a Diocesan Youth Officer with particular interest in developing the parish youth ministry, Wells Project. Happily this project has seen four new youth ministries initiated already with the promise of more to come.

The Diocese has partnered with Youthlink NI in the training and involvement of many of our youth leaders and young people in OCN Youth Work qualifications and Community Relations courses.

Our young people have contributed to overseas mission through "Charlene's project". A St. Patrick's day sponsored walk and youth service in Monaghan contributed funds for the building and resources for a primary school in Uganda.

## Church of Ireland Youth Department – Report 2012

We have also seen the appointment of a Youth Director for the newly built £500,000 Fountain Youth Centre in Kesh, which is providing a central base for youth work in the area.

The initiation of all this new youth work is being supported not only by the formal training of youth leaders but also informally through networking as they are gathered together to share experiences and to learn from each other.

### **DOWN AND DROMORE**

Local Parishes in Down and Dromore continued their valuable work in youth ministry in 2011. Parishes have continued to invest in staff and volunteers to resource youth (and also children's) ministry and a 2011 survey of the Diocese found that local churches here organise or host 590 separate initiatives for under 18's, supported by 1,939 volunteers and 38 employed workers. At a diocesan level a decision was made to create a combined Youth and Children's Department and employ a Children's Officer. This has resulted in new initiatives being developed for children, young people and families in areas such as training, resourcing, support for leaders and events. We also published a games book for youth and children's ministry and developed a family faith book that we hope to publish in 2012.

These developments were against a background of busy ongoing work, delivering OCN Youth Worker Training, managing the Paddock sub-camp at Summer Madness, a capacity Confirmation Weekend attended by nearly 200 young people, a youth team to our Link Diocese of Albany in New York and the provision of resources at equipment for parishes to borrow from the Diocesan Office.

### **CONNOR**

The Energize Youth Working Group in 2011 continued to develop its focus. Programme included an Easter Praise Event, an evening for Youth Workers and volunteers entitled 'Refresh the Soul', the provision of a Seminar at Summer Madness which provoked much meaningful debate, and an Autumn Praise event in conjunction with Fusion at Lisburn Cathedral.

Plans for 2012 include the ongoing provision of support for Youth Workers and volunteers across the Diocese – another 'Refresh the Soul' event is already scheduled and plans are underway for a Diocesan-wide Youth Synod which will be held in Belfast Cathedral, intended to give young people from every parish an opportunity to share something of their vision for the future of the Church.

### **ARMAGH**

Programmes are working well with approximately 4 annual events around the diocese. There is a need to stimulate youth ministry in the east of diocese. Some of our leaders were able to join in with OCN in Lisburn and this was a very valuable course. For 2012, a residential is

## Church of Ireland Youth Department – Report 2012

scheduled over the St Patrick's weekend and a Dawn Service is planned at Easter which is usually very well attended with approximately 400+. There are CFYM and IFT youth work placements in several parishes in the diocese. Mrs Valerie Thom – Diocesan Evangelical Outreach Ministry is beginning to be established within the diocese which it is hoped will have an impact on youth ministry.

### **KILMORE**

Diocesan Youth Officer, Mr Mike Edwards has retired (June 2011) – Consultation on a way forward for the Diocesan Youth Worker role is underway. The Youth Council is still in place with youth groups back up and running. A team from South Carolina came over in July and spent time at Summer Madness and New Wine and also took part in holiday clubs and parish work etc. A team from this diocese went across to SC led by Mike and Liz Edwards. Plans are afoot for another team to South Carolina, although it is likely this will be in 2013.

### **TUAM**

We began the year with a trip to Galway – ice skating and swimming for everyone. A new youth group is being set up in Ballina, starting at St Michael's primary school. The DIG Group and Splash Group continue to meet in Westport and Sligo. We are organising a trip to Longford in March. The Easter Dawn service will be held at Dunmorán Strand near Skreen and breakfast afterwards in the hall. We had a hundred who gathered on the beach last year. Two leaders from TKA attended the Reflect leaders weekend in Tullamore which was organised by CIYD and Mrs Alison Jones from the Dioceses of Meath and Kildare.

We are meeting with the United Dioceses of Limerick & Killaloe for a junior camp down near Galway at Easter time. Also the Junior Summer camp will be held in Lissadell along with the Senior Camp at Summer Madness in July. The Groups will continue to meet during the year. The Anois All Ireland camp will be held in Kilkenny, we will be bringing a group to this yearly event. A Diocesan Schools service will be held in Tuam Cathedral.

### **MEATH & KILDARE**

The young people of the Dioceses of Meath & Kildare continue to enjoy great fun and fellowship through a varied programme of events. A series of Confirmation Workshops were introduced at different venues across the Dioceses in 2011, offering the smaller groups of candidates from neighbouring parishes the opportunity to come together as a larger group. These worked well and have had a great impact on the young people. Anois featured highly in 2011, bringing the greatest number from our Dioceses to this event in many years. Also, at the end of the year, we met up with Limerick Dioceses to enjoy two fun packed days out in Dublin.



## **LIMERICK**

A Diocesan youth ministry group chaired by Bishop Trevor and consisting of youth workers, youth club reps, Boys' Brigade, Girls' Friendly Society, Diocesan Youth Council, Children's Ministry Network Representative and the Diocesan Youth Officer is actively capturing and assessing what is happening around the diocese in terms of Youth Ministry. Villiers School Chaplain –Mr Jackie McNair continues to pursue a number of exciting programmes. There are several good programmes and events running in the Diocese, some twinned with other Dioceses. The United Diocese remains active in the provision of youth camps, seasonal youth events and an active attendance at national events including Anois and Summer Madness. Plans for the year to come include events for young people from 10 years up, with opportunities for training, overseas travel and most importantly the building of relationships between young people in the Diocese and across the wider Church of Ireland. Youth Ministry at Parish level continues in a number of larger parishes; Tralee Parish commissioned Ms Linda Woods as lay volunteer youth worker.

## **CASHEL AND OSSORY**

As well as the ongoing work of the GFS, BB and Diocesan Youth Councils, the elemental programme headed by DYO Scott Evans has continued to provide opportunities for young people and leaders in 2011. This included the facilitation of the Urban Soul Community Challenge for young people at this year's Anois.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND  
YOUTH DEPARTMENT**

**YEAR ENDED 31 DECEMBER 2011**

**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 2012

**CHURCH OF IRELAND YOUTH DEPARTMENT**  
**INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 DECEMBER 2011**

	<b>2011</b>	<b>2010</b>
	<b>€</b>	<b>€</b>
<b>INCOME</b>		
Department of Education ( Republic of Ireland)	211,623	227,944
Representative Church Body	191,548	209,132
Donations	3,436	13,044
Priorities Fund	-	34,855
Insurance	-	1,737
Interest	3,997	2,193
Jump Team	594	7,668
Sundry Income	80	-
Programme	<u>22,204</u>	<u>24,103</u>
<b>TOTAL INCOME</b>	<b><u>433,482</u></b>	<b><u>520,676</u></b>
<b>EXPENDITURE</b>		
<u>Staff &amp; Volunteer Costs</u>		
Staff salaries and expenses	189,571	230,112
Central Board and Executive	14,614	12,340
<u>Training, Programme &amp; Grant Allocations</u>		
Training events	26,858	40,340
Programme events	33,527	40,949
Devolved funding grants	116,154	76,541
Summer Madness	5,986	5,809
Jump Project Expenses	4,932	11,370
<u>Office &amp; Administration</u>		
Insurance	1,557	3,957
Auditors fees	1,500	2,182
Rent	14,652	20,141
Telephone, postage and internet	9,800	4,652
Office expenses	16,568	10,984
Heat and light	1,901	2,043
Depreciation	674	7,120
Bank interest and charges	1,387	152
Resources	5,352	686
Sundry	<u>-</u>	<u>3,391</u>
<b>Carried forward</b>	<b>445,033</b>	<b>472,769</b>

Church of Ireland Youth Department – Report 2012

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND  
YOUTH DEPARTMENT**

**INCOME AND EXPENDITURE ACCOUNT – CONTINUED  
YEAR END 31 DECEMBER 2011**

<b>Brought forward</b>	445,033	472,769
<u>Fees &amp; Membership</u>		
General membership fees	1,548	1,470
Youth Link Northern Ireland	<u>11,656</u>	<u>11,090</u>
<b>TOTAL EXPENDITURE</b>	<u>458,237</u>	<u>485,329</u>
	(24,755)	35,347
Foreign exchange difference	<u>4,311</u>	<u>(1,880)</u>
<b>NET (DEFICIT) FOR THE YEAR</b>	<u>(20,444)</u>	<u>33,467</u>

Note: The rate of exchange used at 31 December 2011 was £1.00 = €1.197

(2010 – €1.162).

Church of Ireland Youth Department – Report 2012

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND  
YOUTH DEPARTMENT  
BALANCE SHEET AS AT 31 DECEMBER 2011**

	2011		2010	
	€	€	€	€
<b>TANGIBLE FIXED ASSETS</b>		479		1,121
<b>CURRENT ASSETS</b>				
Debtors and prepayments	100,220		116,048	
<b>CASH AT BANK AND IN HAND</b>				
Cash		<u>5,911</u>		<u>7,890</u>
	106,131		123,938	
<b>CURRENT LIABILITIES</b>				
Creditors		<u>36,204</u>		<u>34,209</u>
<b>NET CURRENT ASSETS</b>		<u>69,927</u>		<u>89,729</u>
<b>NET ASSETS</b>		<u>70,406</u>		<u>90,850</u>
<b>GENERAL FUND ACCOUNT</b>		<u>70,406</u>		<u>90,850</u>

Note: The rate of exchange used at 31 December 2011 was £1.00 = €1.197

(2010 – €1.162).

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**THE COVENANT COUNCIL**

The Church of Ireland and the Methodist Church in Ireland

**REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2012**

**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 Dr 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

**Signing of the Covenant**

This year marks the tenth anniversary since the signing of the Covenant. In particular it will be celebrated as part of the Mission Meeting at the Methodist Conference in Enniskillen on Friday 8th June 2012. There is an open invitation to attend that evening. It is also hoped that further celebrations will take place in Belfast, Cork and Dublin over the coming months.

**Local Covenant Partnerships**

During the year it has been possible for a few members of the Council to visit some of the Joint Projects. It has been encouraging at first hand to see members from both our churches working together in a spirit of unity and purpose. Just as in the life of all our congregations there are times of difficulty and challenge so this is to be expected too with the Joint Projects. However, where there is an ongoing commitment to Christ and a vision for the Kingdom of God in common life and witness, then signs of growth and renewal can be seen and experienced.

## **Interchangeability of Ministries**

### **Queen's University of Belfast**

Putting the Covenant into effect at the Church of Ireland and Methodist Chaplaincies at Queen's University, Belfast, continues to be very high on the agenda. For some time the Chaplaincies have been working informally together to create a culture of a 'single centre', ministering together across the student residency, through the Hub café, and conducting worship in the Church of the Resurrection. It is hoped that in 2012 these arrangements can be formalised into the following: a Local Covenant Partnership Agreement will be signed, the Church of the Resurrection on campus will be recognised by both denominations as a 'Covenant Church', and a single Covenant Management Group will sit under the authority of both churches to manage the day to day running, vision and mission of the ministry. The expectation is that the arrangements being put in place now will be both foundational and flexible to meet the demands of serving future generations through Queen's Chaplaincy.

### **Membership**

Last year, it was agreed to create the posts of two Student Observors, one nominated by Edgehill Theological College and the other by the Church of Ireland Theological Institute, which are to be renewed after a twelve month period. This year, Mr Rowan Zeelie was nominated by Edgehill and Mr Andrew Campbell was nominated by CITI.



Commission for Christian Unity and Dialogue – Report 2012  
**COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE**

**REPORT 2012**

**MEMBERSHIP**

The Archbishops and Bishops (ex-officio)

The Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Chair)

Rev Canon Patrick Comerford

Rev Canon David Crooks

Rev Canon Dr Ian Ellis

Mr Samuel Harper

Rev Iain Knox (*retired December 2011*)

Rev Darren McCallig

Mrs Roberta McKelvey

Mr Philip McKinley

Dr Kenneth Milne (Honorary Secretary)

Mr Trevor Morrow

Rev Daniel Nuzum

Rev Niall Sloane (Honorary

Records Secretary)

Rev Canon Helene Tameberg-Steed

Ms Catherine Turner

**Executive summary**

The Commission for Christian Unity and Dialogue operates through a consortium of working groups, dealing respectively with matters ecumenical, intra-Anglican contacts (including our relationship with the Porvoo churches), and inter-faith dialogue. Although each has clearly distinctive responsibilities it is crucial that they do not work in isolation from one another, hence the umbrella structure of the Commission.

It is important for the well-being of the Church of Ireland that neither the Commission nor its working groups be regarded as dealing with “external” relationships of the Church of Ireland, almost in the sense of a diplomatic service. What the Church of Ireland does in its relationships with other Christian traditions, the provinces of the Anglican Communion and with other faiths, defines what we ourselves are – one tradition within the wider Church.

This report outlines the work undertaken by the various working groups and the Commission. In particular, the involvement of the Church of Ireland in the Irish Council of Churches and the Irish Inter-Church Meeting continues with energy although there has also been emphasis on the ecumenical initiatives in the wider context of Europe. The chair of the Commission for Christian Unity and Dialogue, the Most Rev Dr Richard Clarke, has been appointed to the International Anglican-Orthodox Commission for Theological Dialogue.

We extend good wishes to Mr Wilfred Baker who has been appointed by the Standing Committee to serve on the Anglican Consultative Council for the coming nine years. Mr Baker has been invited to join the Anglican Affairs working group. In the context of a wider Anglicanism the importance of the Porvoo connections cannot be overestimated. In the past year, the Evangelical Church of Denmark became a full member of the Porvoo Communion of Churches, and a number of members of our Commission have been heavily involved in the deliberations of the Communion. The Inter-Faith working group has

## Commission for Christian Unity and Dialogue – Report 2012

continued to raise the profile of the crucial importance of inter-faith dialogue and of an increase in understanding between different religious faiths in Ireland and of equipping diocesan inter-faith resource persons with a further series of seminars, including participation from those involved in inter-faith initiatives and structures in England and Scotland.

We recommend a thorough reading of the entire report in order that members of the General Synod may appreciate the variety and extent of the work undertaken by the Commission and its working groups.

### **Ecumenical Affairs Working-Group**

The Church of Ireland engages in ecumenical affairs through its membership of the following inter-church instruments, both national and international, whose proceedings can be followed in more detail on their web-sites:

*The Irish Council of Churches (ICC)* [www.churchesinireland.com](http://www.churchesinireland.com)

The Council held its Annual Meeting chaired by the President, the Most Rev Dr Richard Clarke, at the Island Civic Centre, Lisburn, County Antrim on 7 April 2011. Following a welcome by the Mayor, Alderman Paul Porter, the members participated in an act of worship in Lisburn Cathedral, conducted by Rev Canon Sam Wright, and with music provided by the choir of The Wallace School. The keynote address to the annual meeting was given by Mr Fintan O’Toole, assistant editor of the Irish Times, and a response was made by Mr Peter Lynas, director of the Evangelical Alliance, Northern Ireland. The Annual Meeting in 2012 will be held at Taney Parish Centre, Dundrum, County Dublin.

The Church of Ireland is represented on the Executive Committee of the Council by the Rev Daniel Nuzum, the Rt Rev Trevor Williams (Bishop of Limerick and Killaloe) and Dr Kenneth Milne. The Church of Ireland is represented on the Council’s Board of Overseas Affairs by Mr Colin Ferguson and Dr Kenneth Milne.

*The Irish Inter-Church Meeting (IICM)* [www.churchesinireland.com](http://www.churchesinireland.com)

This body, which includes representation from the Roman Catholic Church, has its origins in the meeting between member Churches of the Irish Council of Churches and the Irish Episcopal Conference at the Ballymascanlon Hotel, Dundalk, on 26 September 1973. On 20 October 2011, a well-attended meeting on ‘The theology of hope’ was held at Edgehill Theological College, Belfast under the auspices of IICM at which the speaker was the Rt Rev Tom Wright. The meeting was followed by an equally well-attended act of worship in Fisherwick Presbyterian Church.

*The Irish Inter-Church Committee*

The business of the IICM between meetings is conducted by the Irish Inter-Church Committee on which the Church of Ireland is represented by Rev Canon Ian Ellis and Dr Kenneth Milne. The committee operates through its Theology Forum and Church in Society Forum. The latter has been engaged in a study of ethical investment as it relates to the

Churches and has held a series of discussions with the financial officers of several Churches. It hopes to report its findings later in 2012.

*Ecumenical Officer*

Mr Philip McKinley, ecumenical officer, appointed jointly by the ICC and the IICM, serves the entire island, and has special responsibility for developments in the Republic of Ireland. He visited many ecumenical bodies throughout the country and for the first time a clear picture of local ecumenical activity is emerging.

*Churches Together in Britain and Ireland (CTBI) [www.ctbi.org.uk](http://www.ctbi.org.uk)*

The Church of Ireland continues to relate to other Churches in these islands through its membership of CTBI. The Most Rev Dr Richard Clarke is a trustee and Dr Kenneth Milne is the Senior Representative. The Archbishop of Dublin, the Most Rev Dr Michael Jackson, is moderator of its Faith and Order Reference Group. The Senior Representatives Forum was held in Dublin in March 2011 when the main topic for consideration was ‘Church in the Digital Age’.

*Conference of European Churches (CEC) [www.ceceurope.org](http://www.ceceurope.org)*

As decided at its Assembly held in Lyon in 2009, CEC is undergoing a radical assessment of its constitution and general *modus operandi*. A further assembly, much less ambitious in scale, is to take place in Budapest in July 2012 at which ‘reform measures as well as constitutional, legal and decision-making aspects’ will be presented for implementation by a working-group set up for that purpose. CEC’s ‘Church and Society Commission’ (on which some member Churches of the Irish Council of Churches have observer status in rotation), continues to provide a valuable link with the continental Churches, most particularly in relating to the agencies of the European Union. Dr Kenneth Milne attended a meeting of the ecumenical secretaries of the member Churches of CEC in Strasbourg in October 2011 at which time was devoted to considering the church and society agenda in different countries, with particular reference to human rights.

*Ecumenical initiatives*

The Church of Ireland is represented, either directly or indirectly, on several ecumenical initiatives taking place in Europe at present. They are:

- (a) The Meissen Commission, which involves the Church of England and the Evangelische Kirche in Deutschland (the German Protestant Church) at whose meetings the Church of Ireland, the Scottish Episcopal Church and the Church in Wales have observer status in rotation.
- (b) The ‘Leuenberg’ talks, where an agreement has been reached on a draft Memorandum of Agreement between the British and Irish Anglican Churches and the Community of Protestant Churches in Europe (formerly known as the ‘Leuenberg Church Fellowship’).

## Commission for Christian Unity and Dialogue – Report 2012

We have considered and approved this draft memorandum and have forwarded it to the Standing Committee of the General Synod for its consideration.

- (c) The Reuilly Conversations involve French Churches and the Anglican Churches of Great Britain and Ireland. The Church of Ireland, the Scottish Episcopal Church and the Church in Wales are represented in rotation. The signing of the foundation document took place at Westminster Abbey in 2002. We hope that the Church of Ireland, as a signatory, will participate in any occasions arranged to mark the anniversary.

*World Council of Churches (WCC) [www.wcc-coe.org](http://www.wcc-coe.org)*

The Standing Committee of the General Synod has, on our recommendation, nominated to the World Council of Churches the name of the Bishop of Connor for appointment to its Central Committee to fill a vacancy caused by the resignation of an Irish representative, Dr Heather Morris of the Methodist Church.

### *Anglican-Orthodox Dialogue*

The Chairman of the Commission, the Bishop of Meath and Kildare, has been appointed to the Anglican-Orthodox Dialogue.

## **European Affairs Working-Group**

### *Membership*

Most Rev Dr Richard Clarke  
Miss Janet Barcroft  
Mr Robert Cochran  
Rev Adrian Empey  
Rev Canon David Hutton Bury  
Rev Canon Eithne Lynch

Rev Canon John Merrick  
Dr Kenneth Milne  
Mr Robert Roe  
Rev Canon Terence Scott  
Professor Ben Tonra

As reported in 2011, the working-group on European Affairs that had previously reported through the former Church in Society Committee has become part of the Commission for Christian Unity and Dialogue, this arrangement to be reviewed after one year. The working-group continues to benefit from contact with the Church and Society Commission of CEC (which closely monitors EU matters including developments relating to the ‘Citizens’ Initiative’ introduced by the Lisbon Treaty), and from the regular (almost weekly) sessions and publications of the Institute for International and European Affairs in Dublin. The chairman of the working group, Dr Kenneth Milne, is a Church of Ireland representative on the Board of Overseas Affairs of the ICC and has been asked by that Board to develop its European remit in the light of present widely acknowledged difficulties, especially in the Eurozone. These must be of concern to the Churches in both political jurisdictions of Ireland. It is of particular interest to the working-group that the forthcoming Annual Meeting of the ICC will focus on the Churches’ response to Irish and European economic and social matters.

## **Anglican Affairs Working Group**

### *Membership*

The Rt Rev Michael Burrows, Bishop of Cashel and Ossory (Convenor)

The Rt Rev Harold Miller, Bishop of Down and Dromore

The Rt Rev John McDowell, Bishop of Clogher (the Church of Ireland Representative on the Porvoo Contact Group)

Mr Wilfred Baker (from September 2011)

Rev Canon Patrick Comerford

Rev Dr Maurice Elliott (Church of Ireland representative on the Anglican Consultative Council)

Rev Canon Ian Ellis

Rev Iain Knox (retired December 2011)

Ms Catherine Turner (Church of Ireland representative on the Anglican Consultative Council), Honorary Secretary

Rev Canon Helene Tarneberg-Steed

Rev Iain Knox retired from the Working Group and the full Commission for Church Unity and Dialogue (CCUD) and the Commission. We thank him for his commitment in time and interest given to the work of the Group. Mr Wilfred Baker was invited to join the working group following his appointment as the new Anglican Consultative Council (ACC) lay member for the Church of Ireland.

### *Anglican Covenant*

The working group continued to follow the local and international developments on the Anglican Covenant.

### *Anglican Networks*

It was agreed that the Group would work with the Church of Ireland contacts for each of the Anglican Consultative Council Networks. This would be in addition to the reporting arrangements for the contacts to the full Commission.

### *Porvoo*

The Porvoo Communion of Churches continues to strengthen contacts and understanding between member Churches. The Porvoo Communion has no paid staff, centralised secretariat, or headquarters. Member Churches provide co-secretaries and co-chairs on a rotational basis and membership of the Communion is expressed in participation in the activities which it organises.

Porvoo began as an agreement between, broadly speaking, national churches, but is now in the process of expanding to consider the incorporation of other types of ecclesial communities.

## Commission for Christian Unity and Dialogue – Report 2012

At present the Evangelical Lutheran Church of Great Britain, the Evangelical Latvian Lutheran Church Overseas, and the Evangelical Lutheran Latvian Church all have observer status, with a view to signing the Porvoo Common Statement and becoming full members. The Evangelische Kirche in Deutschland has also made an inquiry about observer status and this is being considered by the Porvoo Contact Group.

The Evangelical Church of Denmark having become a full member in 2011 is planning a study visit to Ireland to take place in 2012. This will involve Bishops from Denmark, Greenland and the Faroe Islands.

The means by which full membership is obtained was set out in our report to last year's General Synod (Book of Reports p376).

In February 2011, the Bishop of Clogher, Rt Rev John McDowell (Porvoo Contact Person), the Archbishop of Dublin, Most Rev Dr Michael Jackson and the Bishop of Limerick & Killaloe, Rt Rev Trevor Williams participated in a conference in Tallinn, Estonia entitled *Responding to Conflict*. The Bishops of Clogher and of Limerick & Killaloe each made presentations on their experiences of societies in conflict and their contributions were greatly valued.

The bi-annual meeting of the Porvoo Primates took place in Cardiff in October 2011. Unfortunately the Archbishop of Armagh was unable to attend due to a very heavy Autumn schedule. The Primates asked that the Porvoo Contact Group (PCG) consider exploring further the implications of the European wide economic crisis and any contributions which the Churches might make to the debate on Economics and Ethics.

In response to this, the PCG are planning a consultation/conference to be held in Lithuania at the invitation of the Bishop of the Evangelical Church of Lithuania, the Rt Rev Mindaugas Sabutis.

The PCG met at around the same time as the Primates and, aside from their normal business, offered their respective Churches' prayers and concern following the appalling massacre which had taken place at the Labour Party youth camp outside Oslo.

A major Consultation on Marriage was held in Turku, Finland in November 2011. The Most Rev Dr Michael Jackson, Archbishop of Dublin led the Bible Studies at this event and the Rt Rev Michael Burrows, Bishop of Cashel and Ossory was a participant. At the event each participant explained the marriage liturgy and practice of their Church and explored the biblical and theological basis of marriage.

A very wide range of marriage disciplines exists within the Church of the Porvoo Communion.

Future conferences/consultations are planned to include migration, sacraments and the mission of the Church and the role of the diaconate (the latter to take place in Ireland in 2013).

## Commission for Christian Unity and Dialogue – Report 2012

The Rt Rev Ingeborg Midtomme, Bishop of More in the Evangelical Lutheran Church of Norway, attended the consecration of the Church of Ireland Contact Person, the Rt Rev John McDowell as the new Bishop of Clogher.

### *Moravian Church*

Discussions continue with representatives of the Moravian Church in Ireland. Members of the Working Group visited the Moravian Church and settlement in the village of Gracehill, and have been invited by the Moravian Province of Britain and Ireland to join with the Church of England in discussions aimed at deepening relationships and exploring further the possibilities of the Fetter Lane Agreement.

### *Old Catholics*

The Rt Rev Michael Burrows, Bishop of Cashel and Ossory, is involved in the Society of St Willibrord which promotes relationships between Anglicans and Old Catholics. He attends its meetings in England from time to time.

## **Inter-Faith Affairs Working Group**

### *Membership*

Most Rev Dr Michael Jackson, Archbishop of Dublin (Convenor)

Rt Rev Trevor Williams, Bishop of Limerick

Rt Rev Patrick Rooke, Bishop of Tuam (from November 2011)

Rev Canon Patrick Comerford (retired October 2011)

Ms Georgina Coptly (from November 2011)

Dr Susan Hood

Rev Darren McCallig (Honorary Secretary)

Rev Sandra Pragnell (from November 2011)

Rev Canon Glen West (from November 2011)

In the past year the Inter-Faith Working Group has continued its work of supporting and resourcing the Church's engagement with people of other faiths. In particular, two conferences were held which explored the many theological, pastoral and practical issues raised by our increasingly multi-religious society.

In September 2011, a seminar entitled "Building Inter-Faith Relations in Ireland today" was held at the Church of Ireland Theological Institute in Dublin. Eight dioceses of the Church of Ireland were represented. The principal speaker was Dr Phil Lewis of the University of Bradford, who is the Bishop of Bradford's adviser on inter-faith affairs.

Speaking on "Building inter-faith and intercultural relations in urban Britain", Dr Lewis – who has worked in a Muslim-Christian studies centre in Rawalpindi, Pakistan, and is a former Christian Mission Society (CMS) mission partner – stated that the Churches in Ireland needed

## Commission for Christian Unity and Dialogue – Report 2012

to think in a long-term way by looking at the next ten years, adding: “Now is the time to work at developing relationships; you can’t develop them in the middle of a crisis.”

The conference also heard contributions on a number of aspects of inter-faith dialogue and relations from Garda Sergeant David McInerney, of the Garda Racial, Intercultural and Diversity Office; Fr Alan Hilliard, Roman Catholic chaplain in the Dublin Institute of Technology and Abed Aldakar, Integration and Intercultural Officer with Doras Luimní in Limerick.

In March 2012, a seminar was held in Edgehill College, Belfast. Among the speakers was the Rev Canon Dr Alan Race, former Dean of Postgraduate Studies at St Philip’s Centre for Study and Engagement in a Multifaith World in Leicester. He spoke about the relationship between dialogue and evangelism. There was also some input from Mr Iain Stewart who is Interfaith Development Worker with the Church of Scotland. He explained his role in engagement and dialogue in Scotland. Finally, Lady Shruti Rana spoke about the work of the Northern Ireland Inter-Faith Forum, of which she is a member.

A further event is planned for September 2012 and will be held at Saint Thomas’, Eglantine Avenue, Belfast. The Working Group hopes that these activities will help to build capacity among the network of diocesan inter-faith advisers and also call the wider Church’s attention to the challenges and opportunities of a religiously diverse world.

The Working Group welcomes the continued progress in inter-faith relations in Ireland and notes in particular the establishment of the Dublin City Inter-Faith Forum. This initiative, funded by Dublin City Council, aims to educate and encourage people of different faiths to dialogue, reflect and work together in matters of policy, strategy and action.

Finally, a number of new members were co-opted onto the working group this year: the Rt Rev Patrick Rooke, Bishop of Tuam; Rev Canon Glen West; Rev Sandra Pragnell and Ms Georgina Copty.



**Resolutions**

- (a) That the report of the Commission for Christian Unity and Dialogue be received
- (b) That the following be appointed members of the Commission for Christian Unity and Dialogue

The Archbishops and Bishops

Rev Canon Patrick Comerford  
Rev Canon David Crooks  
Rev Canon Dr Ian Ellis  
Mr Samuel Harper  
Rev Darren McCallig  
Mrs Roberta McKelvey  
Mr Philip McKinley

Dr Kenneth Milne  
Mr Trevor Morrow  
Rev Daniel Nuzum  
Rev Niall Sloane  
Rev Canon Helen Tarneberg-Steed  
Ms Catherine Turner

Liturgical Advisory Committee – Report 2012  
**THE LITURGICAL ADVISORY COMMITTEE**  
**REPORT 2012**

**MEMBERSHIP ELECTED 2010**

The Rt Rev Harold C Miller (Chair)  
The Rt Rev Michael AJ Burrows (Vice Chair)  
Rev Canon Gerald G Field (Hon Secretary)  
Rev Canon Michael C Kennedy  
Ven Richard B Rountree  
Very Rev Maria P Jansson

Rev Alan J Ruffli  
Rev Elizabeth Hanna  
Rev Peter K McDowell  
Mrs Jacqui Wilkinson  
Mrs Alison Cadden  
Ms Julie Bell

**Co-opted Members**

Rev Dr Peter Thompson  
Rev Adrian Dorrian  
Rev Sandra Pragnell  
Rev Robert Ferris  
Rev Ken Rue

**Consultants**

Canon Lady Shiel  
Rev Canon J.A. Brian Mayne  
Rev Canon R. Edgar Turner  
Dr Donald Davison

**Church of Ireland Theological Institute Representative**

Rev Jonathan Campbell-Smyth

**EXECUTIVE SUMMARY**

Few within the Church would argue with the premise that the primary function of the Church is what it does for the glory of God, and that it is when we meet as God's people to worship that we best fulfil that function. Since its formation in 1962, the Liturgical Advisory Committee has sought to provide the Church of Ireland with the best resources possible, so that when worship occurs, we ascribe to God only that which is true and worthy....our best.

The financial constraints facing the Church of Ireland and, in particular, the budget for 2012, has meant that the Committee has had to review its timetable of meetings and consider its programme of work to ensure that the extent and quality of its work is not compromised.

The sub-committees developing material in the areas of Liturgical Education and Formation, Music, Liturgical Resources and Electronic Liturgy continue to be the focus of discussion, planning and action.

## Liturgical Advisory Committee – Report 2012

The objectives for the coming year are:

- The completion of the second volume in the *PRISM Series*, with further work in the development and enhancement of the worship web pages;
- To encourage and support the Chairman in the production of his work *The Week of Weeks*, providing resources for Lent, Holy Week and Easter pertinent to the Church of Ireland;
- To further consider the content for a supplement to the hymnal.

The Church of Ireland's participation in international and interdenominational liturgical fora continues to be both appreciated and influential. A member of the Liturgical Advisory Committee is on the steering committee for the next International Anglican Liturgical Consultation planned for 2013. The Four Nations Liturgical Group (a conference of representatives from the Liturgical committees of the Anglican churches in Ireland, Scotland, England and Wales) is expected to meet this year.

### **REPORT**

Last year's report highlighted the work that had been brought to completion during 2010/11. The past year has been one of consolidation of new projects begun and continued.

The request for the committee to produce a eucharistic prayer more suited to when children are present was brought before the House of Bishops, and received their approval for a period of experimental use.

A new venture has been the start of collaborations with Cumann Gaelach na hEaglaise for the availability of further services from the *Book of Common Prayer 2004* in Irish on the Church of Ireland worship web site, and discussions about the production of an Irish/English parallel texts publication of prayer book material, in a similar lay out to that found in the prayer book of the Church in Wales.

The committee has begun work on a liturgy for use across the Church of Ireland for the commissioning of diocesan lay ministers, including diocesan readers.

The committee will also be collaborating with the Church of Ireland Historical Centenaries Working Group in providing liturgies pertinent to the decade of celebrations begun this year.

There was a general feeling of disappointment amongst committee members at the departure by the Roman Catholic Church in its new Missal, from the previous internationally and ecumenically agreed texts, and the implications for future ecumenical occasions.

As was reported last year, the work of the Liturgical Advisory Committee is very much dependent upon suggestions made to it by those within the church community 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**

## Liturgical Advisory Committee – Report 2012

The authors have been working on the completion of the second volume in the PRISM series looking at Baptism. *Holy Baptism – Journeying together in God’s love* will come before the committee later this year when the format of publication will also be given consideration.

### MUSIC

The focus in this area has been on material suitable for a modest, low-cost supplement to the hymnal. The result of the invitation to the wider church to offer suggestions has been overwhelming! Something just short of 1500 suggestions from every diocese has been submitted for consideration, which in itself is something of an indication of the level of interest in such a supplement. A provisional list of material which is being considered as content for a supplement is included as an Appendix to this report.

### LITURGICAL RESOURCES & ELECTRONIC LITURGY

The significant liturgical resource to be produced last year was the *Eucharistic Prayer for use when a significant number of children are present*. The requests from clergy and laity for such a prayer resulted in the sub-committee looking at similar prayers from across the Anglican Communion. After composition and redrafting, the prayer was submitted to the House of Bishops for their consideration. The Liturgical Advisory Committee incorporated the amendments suggested by the House of Bishops, and their approval for its experimental use for seven years was given.

The committee is requesting the House of Bishops to extend their permission for the experimental use of *Holy Communion by Extension (for those unable to be present at the public celebration)* in order to review its use in the light of experience, and consider its need in a variety of contexts.

The most recent resource to receive consideration is a liturgy for the commissioning and licensing of diocesan lay ministers, which could be used across the Church of Ireland.

The aims of such a service would be:

- To provide a liturgical framework for the admission, commissioning and licensing of diocesan lay ministers (in particular lay readers), which provides liturgical recognition of the aims and objectives of the Church of Ireland Reader Training Programme;
- To provide liturgical resources which resonate with the contemporary language of the BCP 2004;
- To provide flexibility within any model, recognising that commissioning will take place in varied contexts.

It is hoped to report progress on this to General Synod next year.

The Liturgical Advisory Committee, through this sub-committee, will also be resourcing orders of service for use during the various centenary celebrations through 2012 -2022.

The work of maintaining and updating the liturgical resources on the Worship webpage is time-consuming and, like the rest of the work done by the Liturgical Advisory Committee, is undertaken on a voluntary basis by people already committed in other areas of ministry. There is still much to be done in this area, but there has been great

## Liturgical Advisory Committee – Report 2012

encouragement over the past year in the area of Electronic Liturgy. There has been a 30% increase in visitors to the worship section of the website in the past year; 32,100 clicks on the page, with 9264 of those being unique visitors.

The committee received notification of the Church of England's provision of on-line liturgical resources for Queen Elizabeth's Diamond Jubilee celebrations. These can be found at [www.diamondjubilee.churchofengland.org](http://www.diamondjubilee.churchofengland.org). However, it is worth noting that the wording of the Proper Preface provided in this material is for particular use in the established Church of England.

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 Honorary Secretary, of any resources they feel the Liturgical Advisory Committee may be able to help provide.

### **FUTURE PLANS**

Our future plans include:

- The finalizing of material for the hymnal supplement;
- Looking toward the development of future programmes in the *Prism* series;
- Endeavouring to provide resources for the various centenary celebrations with assistance of other appropriate persons;
- Further development of the worship section of the website;
- Further the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts;
- A continued representation of the Church of Ireland in the wider national and international liturgical fora, so that resources and ideas which might be of value in the celebration of our liturgy are available for use from the wider Church.

### **RESIGNATIONS AND APPOINTMENTS**

It was with deep sadness and appreciation that the Liturgical Advisory Committee received the resignation of Canon Brian Mayne from the committee. A former Honorary Secretary of the committee, Canon Mayne has serviced the liturgical life of the Church in many and varied ways, notably as editor of the *Book of Common Prayer 2004*, and also through his books and contributions to the *Church of Ireland Directory*, *The Church of Ireland Gazette*, the *Sunday and Weekday Readings* booklet, the International Anglican Liturgical Consultation and continued membership of the Liturgical Advisory Committee as a Consultant since retiring from parochial ministry.

Members of the committee were pleased to have been a part of the launch of Canon Mayne's most recent book, *After Communion – A Commentary on Postcommunion Prayers* in St. John's, Malone earlier this year.

Mr Jim Conlon, the Church of Ireland Theological Institute observer on the Liturgical Advisory Committee was replaced by Revd Jonathan Campbell-Smyth.

## Liturgical Advisory Committee – Report 2012

In recent years, the committee 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 committee in regard to this matter.

**APPENDIX A**

**Hymnal Supplement – Contents February 2012**

The list is in alphabetical order, with some authors/composers and tunes/sources in brackets

A rich young man came seeking (Marjorie Brown)	From the breaking of the Dawn
Advent Candles tell their story (Mark Earey)	(Getty & Townsend)
All hail the lamb (Dave Billborough)	From the squalor of a borrowed stable
All heaven declares (Richards)	(Townsend)
All I once held dear (Graham Kendrick)	Give me peace O Lord I pray (Estelle White)
All that I am	Give me the faith which can remove (Wesley)
Allunde, Allunde	Glory to God, the source of all our mission
And he shall reign (Graham Kendrick)	(Christopher Idle)
As we gather at your table (Carl P Daw)	Go at the call of God (Rosalind Brown)
Be bold, be strong	God everlasting, wonderful and holy
Before the throne of God above	God loves you, and I love you, and that's
Behold the Lamb (Getty & Townsend)	the way it should be
Beneath the cross of Jesus (Getty)	Great is the darkness (Noel Richards &
Blessed be your name (Matt Redman)	Gerald Coates)
Blessed is the king who comes (Ian Smale)	Hail thee, festival day!
Blest are they, the poor in spirit (David Haas)	Hallelu, hallelu, hallelu, hallelujah
Bread is blessed and broken (Iona)	He came down that we might have love
Bring to the Lord a glad new song	(Cameroon trad.)
(Ps149,150)(Michael Perry)	He made the stars to shine
Calm me Lord (David Adam & Margaret Rizza)	Heaven Song (JPO Barry)
Child of blessing, child of promise	He's got the whole world in his hand
(Ronald S Cole-Turner)	How clear is our vocation, Lord (Fred Pratt Green)
Christ is surely coming (Christopher Idle)	How good is the God we adore
Clap your hands all ye nations (Iona)	How lovely is your dwelling place
Comber Carol (JPO Barry)	(Ps84 – The homes of Donegal)
Come let us use the grave divine	How sacred is this place (Fred Pratt Green)
(Wesley – Covenant Hymn)	How shall they hear (Timothy Dudley Smith)
Come Lord and meet us (Graham Deans)	I cannot tell why he whom angels worship
Come, sing the praise of Jesus	I stand amazed in the presence
Come, thou fount of every blessing	I will not be afraid (Nick Harding)
Defend me, Lord (George D'Oyly Snow)	I will offer up my life (Matt Redman)
Don't build your house (Karen Lafferty)	I will sing the wonderous story
Eat this bread (Taize)	I'll go in the strength of the Lord
Emmanuel, our god is with us (Michael Card)	I'm gonna jump up and down (Doug Horley)
Faith as small as a mustard seed (Doug Horley)	I'm not ashamed to own my Lord
Far and near, hear the call (Graham Kendrick)	In Christ alone (Townsend & Getty)
Father God you love me (Paul Crouch & David Mudie)	In the Lord I'll be ever thankful (Taize)

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In the name of Christ we gather  
(Shirley Erena Murray)  
Jesu tawa pano  
Jesus, be the centre (Michael Frye)  
Jesus Christ is waiting (Iona)  
Jesus Christ, I think upon your sacrifice  
(Matt Redman)  
Jesus is king (Wendy Churchill)  
Jesus keep me near the cross (Fanny Crosby)  
Jesus Lamb of God, worthy is your name  
(You are my strength when I am weak)  
Dennis Jerrigan  
Jesus lead us to the Father (Round)  
Jesus' love is very wonderful  
Jesus on the cross is lying (Stabat Mater)  
(James Quinn)  
Jesus, Saviour, Lord (Saranam) (Sri  
Lankan traditional)  
Jesus, tempted in the desert (Herman G Stuemple)  
Joshua fought the battle of Jericho  
King of Kings, Majesty (Jarrod Cooper)  
Let all creation dance (Brian Wren)  
Let me tell you about a baby (Christmas Calypso)  
Let us talents and tongues employ (Fred Kaan)  
Lift high your hands in blessing  
(Timothy Dudley Smith)  
Lift thy banner  
Light of the world (Tim Hughes)  
Longing for light (Christ be our light)  
(Bernadette Farrell)  
Lord of all being, throned afar  
(Oliver Wendell Holmes)  
Lord you call us to your service (Marjorie Dobson)  
Lord, I come to you  
Lord, I lift your name on high (Rick Founds)  
Lord, make us servants of your peace  
(St Francis of Assisi, paraphrased James Quinn)  
Lord, we have come at your own invitation  
(Fred Pratt Green)  
Low in the grave he lay (Robert Lowry)  
Mayenziwe (Lord's Prayer)

Mister Noah built an ark  
Morning glory, starlit sky (WH Vanstone)  
My God is so big, so strong and so mighty  
My heart is filled with thankfulness  
(Getty & Townsend)  
My hope is built on nothing less  
My Jesus I love you  
My Jesus, my Saviour (Darlene Zschech)  
My life flows on in endless song  
Now go in peace (round)  
Now let your people  
Now through the grace of God we claim  
(Michael Perry)  
O Church arise (Townend & Getty)  
O God how we have wandered  
O God of faith (JPO Barry)  
O God, you are my God Alone (Ps63 - Iona)  
O God, you search me (Ps139 – Bernadette Farrell)  
O Lord you knelt to wash (Basil E Bridge)  
O Merciful redeemer hear (St Gregory the Great)  
Oh, to see the dawn (Getty & Townsend)  
One is the body, and one is the Head (Iona)  
Our God is a great big God  
Praise the one who breaks the darkness  
(Rusty Edwards)  
Pray for the church, afflicted and oppressed  
(Fred Pratt Green)  
See him lying on a bed of straw  
See the Lamb of God (Edwin Brown)  
See what a morning (Getty & Townend)  
Send me, Lord (Thuma mina) (South African trad)  
Shalom Shaverim (round)  
Sing a song, sing a joyful song, sing a  
Joyful song to celebrate  
Sing choirs of heaven (The Easter Exsultet  
- Common Worship)  
Sing God's Easter people sing (David Mowbray)  
Sing of Andrew, John's disciple (Carl P Daw)  
Sons of the holy one (FA Judd)  
Speak, O Lord, as we come to you (Getty  
& Townsend)



Spirit of God within me (Timothy Dudley-Smith)  
Spirit of holiness, wisdom and faithfulness  
    (Blow the wind southerly) (Christopher Idle)  
Spirit of the Lord, come down (Stanbrook Abbey)  
Stay with me, remain here with me (Taize)  
Stop and think (Getty)  
Sweet Sacrament divine  
Take, oh take me as I am (Iona)  
Teach me to dance (Graham Kendrick)  
The bells (Peter Whyte)  
The Church is wherever God's people are praising  
The kingdom of God is justice and joy (Brian Rees)  
The Lord's my shepherd (Stewart Townsend)  
The song of the supper (Iona)  
The Virgin Mary had a baby boy  
There is a higher throne (Getty)  
This is the truth sent from above (English Trad carol)  
This little light of mine, I'm gonna let it shine  
To be in your presence (Noel Richards)  
Ubi Caritas (Maundy Thursday liturgy)  
Wash me clean in that cool river  
We bring you, Lord, our prayer and praise  
    (Timothy Dudley-Smith)  
We pray thee, heavenly father (VSS Coles)  
We shall go out with hope of resurrection  
    (June Boyce Tillman)  
When it's all been said and done (Jim Cowan)  
When pain and terror strike by night (Brian Wren)  
When peace, like a river  
When you prayed beneath the trees (Christopher Idle)  
Who is on the Lord's side?  
Who is the Rock?  
Who would think that what was needed (Iona)  
With Jesus in the boat (With Christ in the vessel)  
Wonderful Lord (Doug Horley)  
Word of the Father, the life of creation (CP Thompson)  
Worship God with the morning sunrise  
    (Gerald Latty)

Worship, Glory, praise and honour  
    (Maurice Arthur Ponsoby Wood)  
Would I have answered when you called  
    (Herman G Stuempfle)  
You can't stop rain (John Gowans)  
You who dwell (eagle's wings)  
Your words to me (George Currie Martin)  
You're the Lion of Judah (Robin Mark)

### **Liturgical Section**

Settings of the Kyrie, Gloria, Lord's Prayer,  
    Sanctus & Agnus Dei in various styles  
Alleluia! Your words, O Lord (Bernadette Farrell)  
Halle, halle, hallelujah  
Pentecostal Alleluia  
We believe in God (metrical creed)  
Christ has died (John Pantry)  
Alleluia, Alleluia, (Te Duam)  
Behold the Lamb of God (Iona)  
Come my brothers (Venite)  
Dona Nobis Pacem (a round)  
Jubilate Deo (Taize)  
Long the year's of faithful waiting  
    (Nunc Dimittis)  
My soul rejoices in God, my Saviour  
    (Magnificat)  
Our God and Father blessed (Benedictus)  
With Mary let my soul rejoice (Magnificat)  
Ps23 (Fintan O'Carroll)  
Prayer Responses

**THE CHURCH OF IRELAND COUNCIL FOR MISSION**

**REPORT TO THE GENERAL SYNOD 2012**

**MEMBERSHIP (JANUARY 2011)**

The Rt Rev Harold C Miller	House of Bishops
The Very Rev Stephen Lowry	Synod
Vacant	Synod
Mrs Felix Blennerhassett	Synod
Vacant	Synod
Rev Paul Hoey	Synod
Vacant	Synod
Mrs Margaret Crawford	Mothers' Union
Vacant	CIYD
Vacant	Bishops' Appeal
Mr Thomas G Wilson	Methodist Church
Vacant	AMS
Mr John Doherty	AMS
Mr Geoffrey Hamilton	AMS
Ms Linda Chambers	AMS
Captain Colin Taylor	AMS
Rev Ruth West	Cashel
Vacant	Cashel alternate
Mark Dunwoody	Cork
Rev Eileen Cremin	Cork alternate
Mr Colin Ferguson	Down
Rev Peter Galbraith	Connor
Vacant	Connor alternate
Rev Robert Kingston	Clogher
Vacant	Clogher alternate
Rev Andrew Quill	Kilmore
Vacant	Kilmore alternate
Vacant	Meath
Mrs Daphne Wright	Meath alternate
Ven Wayne Carney	Limerick
Vacant	Limerick alternate
Rev Adam Pullen	Tuam
Vacant	Tuam alternate
Rev Canon Derek Creighton	Derry
Vacant	Derry alternate

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Rev Paul McAdam	Armagh
Mr Tom Stephenson	Armagh alternate
Rev Cliff Jeffers	Dublin
Mr Derek Neilson	Dublin alternate
Miss Mavis Gibbons	Co-opted
Rev Canon David Brown	Co-opted
Rev Rob Jones	Co-opted

Alternates attend when the principal representative is unable to.

### **EXECUTIVE SUMMARY**

#### **OBJECTIVES for 2012:**

1. To continue to build on Back to Church Sunday and to enable more parishes to make the most of this venture as a missional opportunity.
2. To pursue the re-shaping of the Council in the light of changing needs of the Church.

### **MEMBERSHIP**

As Bishop Harold Miller prepares to step down from his role as Chair, the members of the Council wish to thank him for his energetic and imaginative leadership over many years. He has provided much inspiration and wisdom.

We look forward to welcoming Rt Rev Alan Abernethy as Chair.

During the year Very Rev Maurice Sirr retired after many years faithful service. We thank him for his dedication to the work of the Council.

We welcomed Rev Rob Jones, Rev Ruth West and Rev Adam Pullen as new members.

### **SYNOD MISSION EVENT**

The Mission Event in 2011 was a seminar on *Making the Most of Back to Church Sunday*. It was held in the Armagh City Hotel. Mr Michael Harvey, Director of Back to Church Sunday in UK and Ireland, spoke to over 50 people about ways to make the most of the initiative.

At the 2012 event, Bishop Michael Nazir-Ali will speak on the suffering and persecuted church. This will happen on Friday 11th May at 8:00 am at CORE church, Dublin. All are invited to hear Bishop Nazir-Ali at what should be an informative and challenging event.

## **JOINT MISSION GROUP**

The sub-group appointed to develop shared areas of mission with our Covenant Partners in the Methodist Church in Ireland co-ordinated a series of joint training events for churches wanting to participate in the Back to Church Sunday initiative.

The Methodist Church has issued a Call to Prayer. Might this be an opportune time in the history of this island for the Church of Ireland also to take up this call?

The Group facilitated a discussion on the nature of mission in Ireland today between members of the Council and Methodist representatives (Rev Donald Ker, Rev Karen Spence, Mrs Elaine Barnett, Rev David Rock and Rev Des Bain).

The question was asked: What difference will interchangeability of ministry make unless there is a sense of a shared mission?

As relational networks become more significant than geographical definitions in many areas of Ireland new expressions of church are needed. Or might it be better to speak of Fresh Expressions of Mission or of Christian Community?

Both denominations are exploring new expressions of church with mission at the core. There was a common acknowledgement that the existence of a building can severely limit the mission of the church, both in rural and urban settings. The model of church in Belfast's Titanic Quarter demonstrates that church need not be tied to a building-focussed model.

Among examples of shared mission projects the Council noted the work of the House of Hope in Dromore, Co Down. This is an initiative where churches have co-operated to develop a house to welcome all who come with needs. There is shared ownership and no one individual church has any more stake in it than the others.

Christians against Poverty is another initiative that has sparked churches to work together to engage with the needs of people in a local community. The Mothers' Union, too, is demonstrating new ways in mission: members may be connected to the local Anglican Church but the focus of their work is outside the Church engaging with local people through such things as parent and toddler groups or parenting courses.

In parishes covering a huge geographical area it is more difficult to get an idea of the "mission field" and there can also be reluctance on the part of some to even consider mission.

In both denominations there can be a leaning towards spiritual consumerism which places personal spiritual preferences above the life of the Christian community. There may also be a deep seated desire to preserve what we have and who we are rather than face change and growth. In localities where both denominations are well represented, there is need to exercise trust and recognise that visionaries need to be heard and their visions discerned and then acted upon. But national gatherings and voices are needed to keep the mission central and to share the stories.

The group is conscious that there are still questions to be answered:

## Church of Ireland Council for Mission – Report 2012

Can we have a shared vision for mission and, if so, how might the proposed interchangeability of ministry help bring it to fruition?

What is the theology or mission that we share and what common values might be owned?

Are there ways that we can work together to sustain ministry in rural areas and to help rural churches engage in mission in a new way?

### **BACK TO CHURCH SUNDAY**

Some ninety-two Church of Ireland parishes registered in 2011 (up from forty in 2011). The number of Methodist churches participating was around sixty. Figures compiled from the feedback given to the Back to Sunday office show that the normal average attendance in the ninety-two Church of Ireland parishes that responded is one hundred and one but that on *Back to Church Sunday* the average attendance was one hundred and thirty-eight, an average increase of thirty-eight per cent.

The Council is aware that the initiative might not be relevant for all contexts but feels that it is worth encouraging as a simple opportunity to engage with the many people who are open to going back to something they once were familiar with and probably have drifted away from. Part of its value is in the questions it leaves with any parish that gives it a go; “If some of our people didn’t want to invite anyone “Why?” and is there anything we can do about it?” And, “If we did manage to welcome some people back what might we do to keep them?”

### **NEW CHURCHES**

Rev Rob Jones spoke to the Council about the new work he was undertaking in Holy Trinity Church (HTC). It started in August 2010 and was funded for three years by the parish of Harold’s Cross. The congregation grew to about 80 in a short space of time. Services are discussion based. The undergirding principle is of taking people from where they are, rather than where the church wishes them to be. HTC works ecumenically with others in the area. At an appropriate stage the new church will move from interdependence to independence. See [www.htrinity.ie](http://www.htrinity.ie)

### **THE CHANGING FACE OF MISSION PARTNERSHIP**

The Council noted the trend towards shorter-term mission service. It is getting harder to get people to commit long term to an area, a person or an agency. The priority now is to ‘resource’ indigenous Christians to serve where they are e.g. funding a local youth worker. This can be done much more cheaply and effectively than sending a mission partner. Some mission agencies are scaling back overseas mission teams in the face of accusations of religious tourism. At the same time others from overseas are being placed in Ireland. This is much more effective engagement with the local and international church. Financial reasons may be responsible for some of these changes but they also present very real missional opportunities.

The Council has invited the Association of Mission Societies to guide its thinking in this area.

### **DISCOVERY COURSE**

The Council wishes to commend the Tearfund *Discovery* Course for use in parishes.

The Discovery process arose out of an experience in Norok diocese, Kenya. The local church employed people to meet needs of victims of drought. The experiment didn't work because the church assumed it knew the needs. Only when it employed facilitators to listen to the people did the project begin to make a real difference.

*Discovery* employs similar methods. It seeks to guide churches through six steps:

- Celebrating who and where we are;
- Understanding the needs of the community;
- How to respond;
- Dreaming dreams and mobilizing communities;
- Planning for action;
- Organizing and building teams.

Each stage is resourced through a toolkit. An external facilitator trains local facilitators to guide the process.

For further information see [www.tearfund.ie/get\\_involved/resources/discovery/](http://www.tearfund.ie/get_involved/resources/discovery/)

### **STATISTICS FOR MISSION**

The Council wishes to thank the Diocesan secretaries and clergy of the three dioceses that volunteered to act as pilots for the gathering of statistics. However, after several attempts to collect the required information the Council has to report that it is of a mind that unless the provision of such information becomes required under legislation it will be impossible to gather the volume of responses required to provide accurate analysis of trends etc.

It was noted that the Standing Committee may have plans for gathering information.

### **THEOLOGICAL REFLECTION**

The Council devotes some time at each of its meetings to theological reflection on God's mission in the world.

In a study of the relationship between God and his world it was pointed out that in any mission you need to know what sort of person has sent you out. God's mission is out of an overflow of love. Our part in it is in making that radical love known. It involves seeing God in the other and recognizing that sometimes "I" am the "other".

The Council suggests the following as possible questions to help parishes wanting to look at this area of mission:

*Describe mission in your parish.*

*How has it benefited your partners in mission and you?*

*Where do you see God at work?*

*How can you join in?*

*How does this square with the religious picture of a “national” God?*

*How might we relate to people of other faiths?*

*Is there a compromise involved in religious dialogue?*

The Council is currently exploring the nature of the gospel and the implications for sharing the gospel in today’s Ireland.

## **COMMITTEE MEMBERSHIP AND MISSION STRUCTURES**

The Council has discussed the possibility of the Church of Ireland developing something akin to a “Department for Mission” which would reinforce the different emphases in mission while at the same time enabling the mission agencies to work together more effectively.

The Council considers that one of the ways that it can more effectively serve the Church is by devoting time to prayer and seeking God’s direction for the mission of the Church. It also seeks to listen to those in the Church who have a passion for mission, so that it can set a relevant agenda for its work.

It continues to be of the view that a more streamlined structure would enable it better to achieve these ends. The Council put forward a resolution to the Synod of 2011 to amend its membership and structure. Lack of clarity in the wording and the fact that the debate was curtailed due to lack of time led to the withdrawing of the resolution. On reflection and in view of the fact that the wider structures of the Church of Ireland are themselves under review, the Council has decided to postpone the presentation of a further resolution until it has had the opportunity to see how the overall committee structure develops. Notwithstanding this the Council intends to put forward a new structure and remit as a matter of urgency.

### **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.

Among other news the Council noted:

1. The appointment of Ronnie Brigs as Mission Director of CMSI
2. The appointment of Bishop Ken Clarke as Director of SAMS.
3. The establishment of a Dublin office for USPG
4. The fact that of five Church Army Trainee Evangelists completing their training this year, three are from the Church of Ireland and a fourth has been training in the Church of Ireland.

Commission on Ministry - 2012  
**COMMISSION ON MINISTRY**

**REPORT 2012**

**1. Membership**

*House of Bishops*

The Rt Rev Kenneth Good (Chairman)  
The Rt Rev Michael Burrows

*Standing Committee*

Mr Peter Hamill

*General Synod - Clerical*

Venerable Gary Hastings  
Rev Canon Terence Scott  
Rev Dorothy McVeigh

*Pensions Board*

Rev Edward Woods

*General Synod – Lay*

Ms Ruth Handy  
Mr Andrew McNeile  
Mr Denis Johnston

*The Representative Church Body*

Mrs Lorna Gleasure  
Venerable Leslie Stevenson

*Director of the Theological Institute*

Rev Dr Maurice Elliott

*Honorary Secretaries*

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 Christian Ministry, both lay and ordained. This includes the deployment of stipendiary and non-stipendiary clergy appropriate to the requirements of the Church of Ireland in the future. Matters relating to ministry may be referred to the Commission by the archbishops and bishops, the Standing Committee and the Representative Church Body.

**3. Summary**

The Commission on Ministry concentrated on the following issues:

- The future of ministry;



## Commission on Ministry - 2012

- Retirement planning for clergy;
- Mid-career vocation programme for clergy;
- Ministry in the West of Ireland.

### 4. Purpose

To reflect on and propose changes to ministry training, deployment and support that will assist the Church to achieve its mission and sustain and nurture clergy already in the Church's care throughout their lifetime.

### 5. Aims for 2012 and 2013

- a) To provide pre-retirement courses for clergy;
- b) To examine best practice for diocesan and parish missional structures;
- c) To structure and provide mid-career opportunities for clergy;
- d) To give consideration to the in-service training of Bishops;
- e) To collaborate with other Church of Ireland committees where areas of work may coincide;
- f) To examine ministry development.

### 6. The Future of Ministry

At last year's General Synod, a paper entitled *The Future of the Church of Ireland* by the Venerable Gary Hastings was submitted to the General Synod as part of the Commission on Ministry report. Its thoughtful and challenging conclusions resulted in an equally stimulating debate at the General Synod.

The paper was further discussed by the Commission shortly after the General Synod and it was agreed that the questions posed by Archdeacon Hastings could not be addressed by the Commission on its own. To further the discussion, the Chairman of the Commission, the Rt Rev Ken Good wrote a further paper on how ministry might look if it were based on the Bishop's 2008 Mission Statement *Growth, Unity and Service* and to developing growing communities of faith.

In his paper, the Bishop articulates the case for older 'mother' congregations supporting the Church planting of newer congregations where the established congregation can gain from the creativity and innovation of the newer and the latter can benefit from the stability and steadiness of the former.

Discussing the paper, the Commission was supportive and emphasised the importance of an ecumenical approach and the necessity of collecting accurate statistical information to assist the evaluation of such initiatives.

The paper is included in the Appendix on page 347.

**7. Retirement Planning for Clergy**

The Commission has continued with its popular pre-retirement courses for clergy. At the time of writing a further course is planned in Armagh for clergy approaching retirement age in Northern Ireland.

**8. Mid-Career Vocation Programme for Clergy**

A further workshop is planned on mid-career vocation for clergy.

**9. Ministry in the West of Ireland**

The Commission decided to postpone work on this issue.

**10. In Service Training for Bishops**

The Commission plans to give consideration to the in-service training of Bishops. Presently such training is largely unavailable in Ireland and Church of Ireland Bishops seeking in-service training have had to travel to England or elsewhere.

**11. Acknowledgements**

The 2012 General Synod will see the Rt Rev Ken Good step down as Chairman of the Commission on Ministry. Also stepping down are the Venerable Gary Hastings and Ms Ruth Handy. Each has made a valuable contribution to the work of the Commission and they leave with the Commission's appreciation. The Commission also wishes to record its gratitude to Ms Jenny Polden, who acted as Secretary of the Commission for several years.

## **APPENDIX**

### **SOME MINISTRY IMPLICATIONS OF THE BISHOPS' MISSION STATEMENT, 2008**

#### **THE PLACE OF VISION**

Ministry, like other aspects of church life, ought to be shaped and directed by vision, by a picture of the future which inspires us because it is more in line with the values and realities of God's Kingdom than may be reflected in the current realities of church life. But the demands of each day often result in a situation whereby, despite our best intentions, ministry is shaped more by inherited custom, by people's expectations and by 'firefighting' the everyday problems, crises and issues with which the normal routine of parish life present us. At the end of a demanding day, or week, or month, or year, seldom are there sufficient resources of energy or imagination left to re-shape the way we minister in line with our vision of how things might be and ought to be.

In facing an impasse or in coming up against a road-block we come to doubt that in our parish things will change or improve substantially. And so our expectations are lowered, our hopes are weakened, our belief that things could be better is diminished, and we settle for the status quo. We reluctantly accept that this is our lot and we feel powerless to do anything much about it.

John Ryan, of the Centre for Creative Leadership, suggests that effective leadership involves (at least) three critically important skills: first, an inspiring vision of how things might be; second, effective communication of that vision; and third, the exercise of wise and courageous judgment in implementing the vision, especially when tough calls need to be made. Ryan argues that to lead an organization effectively, especially through today's economic turmoil, mastering these three skills is vitally important.

#### **THE BISHOPS' VISION STATEMENT**

In 2008 the Bishops of the Church of Ireland issued a brief mission statement which focused on the three themes of Growth, Unity and Service.

This Statement was offered to the Church, with each diocese and parish being encouraged to use and implement it, as appropriate, in their own setting and context. Questions remain about the extent to which dioceses and parishes have really grasped the vision and have sought to apply it, and also whether central church structures (such as the General Synod, Standing Committee, the various central Boards and Committees and the Selection Process for training for ordination) could or should operate with greater reference to the visionary emphases of Growth, Unity and Service.

This paper seeks to offer some initial reflections on the ministerial implications of shaping church life more intentionally around the Bishops' Mission Statement, focusing primarily on the theme of Growth.

### **GROWTH...OR DECLINE?**

Last year, Archdeacon Gary Hastings presented to the Commission on Ministry a sobering paper on the future of the Church in Ireland, which was later printed in the General Synod Book of Reports, 2011. His paper, as well as his introductory speech, provoked a lively Commission on Ministry debate at General Synod, stimulating an honest and realistic appraisal of the likely trends if things continue as they are.

In summary, it would be true to say that decline rather than growth was envisaged as the more likely trajectory of the Church in many parts of Ireland. Average age ranges of those involved in church are older than we would like. The majority of younger people are not being attracted to the traditional model of church life, their allegiance is not being sustained. The consequent decline is a slow hemorrhaging rather than a rapid disintegration, but decline it is, nevertheless.

The Bishops' Mission Statement of 2008, which appeared two years before the Archdeacon's paper, was unambiguous in stating that the Church's calling is to develop growing communities of faith:

'The Church of Ireland, as an authentic part of the universal church of God, is called to develop growing communities of faith, in and through which the Kingdom of God is made known, and in which the whole people serve together as followers of Jesus Christ for the good of the world and the Glory of God.'

If the bishops are advocating growth and urging the Church to pursue it, how does this vision fit with the Archdeacon's analysis of what is happening on the ground? Is growth merely a vague aspiration? Is church growth at all likely to take place?

If church growth is to become something more than a vague aspiration, then greater clarity is needed about where and how that growth might realistically be expected. A compelling vision must be developed more cogently and communicated more persuasively if it is to be implemented more effectively.

### **CLARIFYING THE VISION**

An initial point of clarification which might be of help could be to distinguish between qualitative and quantitative growth, the former usually being a prerequisite for the latter. All churches, no matter what their size, can experience qualitative growth. They can grow, for example, in welcome and in commitment. They can grow in prayer and in worship. They can grow in compassion and in generosity. They can grow in interest in mission and in community

engagement. They can grow in their care of children and of older people. In these and in many other qualitative respects, every church can be encouraged to grow and can experience growth.

For these kinds of qualitative growth to take place, deliberate and intentional efforts are often required on the part of church leaders and church members. To build up the Body of Christ in these ways will usually involve a ministry focus which includes specific teaching, training, mentoring and encouraging that leads to these growth outcomes. Qualitative growth in any of these aspects of church life will need to be worked towards and planned for with intentional and purposeful ministry.

### **MEASURING GROWTH**

Within the terms of the Bishops' Vision Statement, qualitative growth is certainly a valid part of being a 'growing community of faith'. Therefore, not only should parishes be encouraged to develop in a whole range of areas of church life but, where possible, they should be offered some means of measuring or quantifying such growth when it occurs. Measurement tools for this purpose do exist. One example is Natural Church Development by Christian A Schwartz - an approach which enables churches to quantify their progress in eight key characteristics which are recognized by many researchers as being crucial to church growth.

It can often be the case that when significant qualitative growth becomes evident in a church, quantitative (or numerical) growth can follow. Fresh signs of purposeful involvement and authentic community within a church can arouse the interest of others on or beyond the fringes, drawing them in to find out what is happening. There are Church of Ireland churches in which qualitative growth is taking place and there are also some where numerical or quantitative growth is evident, too.

The Commission on Ministry and the Council for Mission, and others, have for some time been arguing the case for the gathering of statistical information from every parish and diocese in order that trends of growth or decline could more accurately be discerned. Anecdotal guesswork is not sufficient, real figures are what is needed in order to know where we really stand and where we are heading, if trends were to continue as they currently are. Any serious attempt to pursue growth, as the Mission Statement urges us to do, will require carefully designed information-gathering systems in every parish and diocese.

### **CAN TRADITIONAL CHURCHES GROW NUMERICALLY?**

The picture painted in Archdeacon Hastings' paper would appear to indicate that numerical growth is not, in fact, the experience of many of our existing parishes. Some Church of Ireland churches are experiencing quantitative growth, but really significant growth in numbers can be pointed to in quite a limited number of cases. The Archdeacon's view is that it seems unlikely that most Church of Ireland churches, as they currently operate, will see more than a moderate increase in numbers and it also seems likely (though not inevitable) that

many other churches will continue to decline in membership. The impact of these twin realities is that overall numbers, at best, may remain constant or that, as appears more likely, the cumulative picture may be one of overall decline, not of growth.

It must be acknowledged at every stage of this exercise, however, that church growth and the question of people coming to faith is a spiritual venture in which the ways and purposes and timings of the Holy Spirit cannot be organized, controlled or even assumed on the basis of previous or current indicators. The wind blows where it wills, and we can look foolish, in retrospect, when attempting to be prescriptive about what will or will not happen in the spiritual realm!

Nevertheless, it is also the case that we do well to seek to discern what God seems to be doing elsewhere in places where churches are growing and to apply what lessons we can to our situation.

### **CHURCH PLANTING**

One approach which warrants mention in a discussion about church growth concerns what can broadly be termed 'church planting.' Rev Tim Keller, a Presbyterian leader and author from New York, in a recent article, 'Why plant churches?' has summarized the arguments in favour of traditional churches engaging proactively in this activity. Keller goes so far as to say that not only do traditional churches in the Western world face inevitable and irreversible decline unless they plant churches, but that the planting of new churches is the key to reinvigorating older established churches in a way that will renew the whole Body of Christ.

It would be true to say that 'church planting' does not have very good reputation in the minds of many Church of Ireland people, particularly clergy. It is negatively perceived because of experiences in which groups or individuals have come into parishes with evangelistic zeal, establishing new churches without any meaningful discussion or communication with existing churches about what they were seeking to do, or why. Furthermore, some of these groups have conveyed the impression that only they have an authentic understanding of the gospel and that the beliefs and practices of the traditional churches and clergy are suspect or defective. Some very unfortunate experiences and unhelpful behaviours have given church planting a bad name.

Negative experiences and poor behaviours in the past, however, should not prevent us from looking again to see if there might be some merit in the arguments of Tim Keller and others, who claim that, 'The vigorous, continual planting of new congregations is the single most crucial strategy for (1) the numerical growth of the body of Christ and (2) the continual corporate renewal and revival of the existing churches.' We may also need to acknowledge that there can be some truth in Keller's contention that traditional churches, on occasion, have

been resistant to appropriate church planting because of an overly possessive or defensive desire 'to protect our turf'.

### **VARIOUS EXPRESSIONS OF GROWTH**

Church planting can evolve in various manifestations or expressions, some of which are already operating effectively in Church of Ireland parishes. One of the more familiar examples of what could be deemed to be a church plant is where a parish, in addition to its traditional 11.30am service in the Parish Church, starts a new 'service' in the church hall at 10.00am for young families.

There are several places where this approach has resulted in significant numerical growth in the worshipping population in the parish, more than doubling the numbers in some instances. The reality seems to be that a sizeable number of people who do not seem interested in attending a traditional church service are willing and even keen to attend a more informal family-friendly 'event'.

Legitimate questions can be asked about how the people coming at 10.00am do and should relate to those attending at 11.30am, and vice versa. What about the unity of the body? How liturgically balanced is the 10.00am service? While these are important questions, they raise problems to do with growth rather than with decline. They are secondary to the primary reality that the church is growing and people, not least younger people, are drawn to faith and to worship.

Another manifestation of church planting is when a parish decides to establish a new 'cell' or 'group' or 'church' at some other location within its parish boundaries in order to attract people who do not appear to be drawn to the traditional expression of church. Some parishioners offer to become the nucleus of the new group and with the assistance of an effective leader, they set up their base in a home or a school or a community centre or a pub and invite people to join them. The focus of the church plant can be on a specific age-group or interest-group or can be more general. Sometimes it works and numbers grow, on other occasions it may not prove to be effective and the project finishes.

### **RESISTANCE TO CHURCH PLANTING**

Keller's experience is that the most common responses of traditional church people to the idea that they should plant churches are as follows:

- A. "We already have plenty of churches that have lots and lots of room for all the new people who have come to the area. Let's get them filled before we start building any new ones."
- B. "Every church in this community used to be more full than it is now. The churchgoing public is a shrinking pie. A new church here will just take people from churches that are already hurting and will weaken everyone."
- C. "Help the churches that are struggling first. A new church doesn't help the existing ones that are just keeping their noses above water. We need better churches, not more churches."

Keller is very clear about the vital importance of traditional churches and of the crucial and steady role they play in a community. Traditional churches will always appeal more to a certain section of the population. But his answers to these objections to church planting, when it is managed wisely and sensitively, are persuasive:

It is not a matter of choosing between church renewal and church planting. In reality, one of the best ways to revitalize a traditional church is for it to plant a new church. Older congregations have a stability and steadiness that many people thrive on and need. This does not mean that established churches cannot win new people. In fact, many people will be reached only by churches with long roots in the community and the marks of stability and respectability.

Church planting helps an existing church best when the new congregation is voluntarily birthed by an older “mother” congregation. Often the excitement and new leaders and new ministries and additional members and income wash back into the mother church in various ways and strengthen and renew it.

But the average new church plant will bring in six to eight times more new people into the life of the body of Christ than an average older congregation will.

Dozens of denominational studies have confirmed that the average new church gains most of its new members (60–80%) from the ranks of people who are not attending any worshiping body, while traditional churches gain 80–90 per cent of new members by transfer from other congregations.

Although there is some pain in seeing good friends and valued leaders go away to form a new church, the mother church usually soon experiences a surge of high self-esteem and an influx of new, enthusiastic leaders and members.

Younger adults have always been disproportionately found in newer congregations. Long-established congregations develop traditions (such as time of worship, length of service, level of emotional responsiveness, sermon topics, leadership style, emotional atmosphere, and thousands of other tiny customs and mores) that reflect the sensibilities of longtime leaders from the older generations who have the influence and money to control church life. The automatic maintenance of such habits does not reach younger generations effectively. As a congregation ages, powerful internal institutional pressures lead it to allocate most of its resources and energy toward the concerns of its members and constituents, rather than toward those outside its walls.



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New congregations, in general, are forced to focus on the needs of nonmembers, simply to get off the ground. Because so many of a new church's leaders came very recently from the ranks of the unchurched, the congregation is far more sensitive to the concerns of the outsider. There is, however, no better way to teach older congregations about new skills and methods for reaching new people groups than by planting new churches. It is the new churches that have freedom to be innovative, so they become the Research and Development Department for the whole body.

In older congregations, leaders emphasize tradition, tenure, routine, and kinship ties. New congregations, on the other hand, attract a higher percentage of venturesome people who value creativity, risk, innovation, and future orientation. Many of these men and women would never be attracted or compelled into significant ministry apart from the appearance of these new bodies.

Often older churches "box out" people who have strong leadership skills but who cannot work in more traditional settings. New churches thus attract and harness people whose gifts would otherwise not be utilized in the work of the body. These new leaders eventually benefit the whole body of Christ in the community.

In general, the success of new churches often challenges older congregations to evaluate themselves in substantial ways. Sometimes it is only in contrast with a new church that older churches can finally define their own vision, specialties, and identity. Sometimes a new congregation can partner with an older church to mount ministries that neither could do by itself.

Older churches have feared the competition from new churches. Mainline church congregations, with their centralized government, were the most effective in blocking new church development in their towns. As a result, the mainline churches have shrunk remarkably in the last twenty to thirty years.

### **A MORE REALISTIC CHALLENGE**

Keller helpfully places the initiative for church planting with the traditional churches, not with evangelizing groups who come in from outside, operating without any meaningful communication with existing, established churches. In fact, he argues that continued and widespread communication between church leadership at all levels is an essential foundation if church planting is to be effective. His approach to planting churches could present the Church of Ireland with a much more realistic and inspiring challenge than the negative view we previously held about unwelcome intruders who arrived uninvited 'on our turf' to steal our sheep!

### **MINISTERIAL IMPLICATIONS**

If the Church of Ireland were to decide that there is, indeed, merit in Keller's approach and if we were to see dozens of parishes attempting to plant new congregations in cities, towns and communities throughout the country, what might be the ministerial implications of such a decision?

For several years, the Commission on Ministry has been dealing in some detail with the identification and training of 'pioneer ministers', those who have a particular apostolic gift for initiating new churches. We would need to revisit those discussions and recommendations and could face a very exciting period of church life which would present us with issues to do with growth and development rather than of contraction and decline.

### **CONCLUSION**

At the outset of this paper reference was made to the view that effective leadership requires three essential elements: first, an inspiring vision of how things might be; second, the effective communication of that vision; and third, the exercise of wise and courageous judgment in implementing the vision, especially when tough calls need to be made.

On the subject of growing churches and the Church of Ireland, it could be argued that more work needs to be done on all three. Our vision for growing, (as well as unifying and serving) churches needs to be developed, refined and clarified. Our communication of that vision needs to be more effective and more persuasive. And our decision-making about how and where churches can grow needs to be courageous and wise.

+Ken Good  
January 2012

## CHURCH OF IRELAND MARRIAGE COUNCIL

### REPORT 2012

#### MEMBERSHIP

*Elected By General Synod*

Rev Arthur Barrett

Rev Brian Harper (Chairman)

Rev Bruce Hayes (Honorary Secretary)

Rev Elizabeth McElhinney

Mrs Leslie Sandes

Rev David Somerville

Mrs Deirdre Whitley

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.

#### Preparation, Counselling, Enrichment

The Marriage Council continues to offer Marriage Preparation, Marriage Counselling and Marriage Enrichment advice and programmes, funded by the Family Support Agency (FSA) in the Republic of Ireland. The Marriage Council is awaiting a decision from the FSA on a recent application for funding.

At present, funding enables the provision of one counsellor to one couple for marriage preparation at a cost of €150. A couple attend a three hour session which covers areas such as expectations, communication, sexuality, conflict resolution and parenting. Marriage counselling is available at €70 per hour (or at a rate determined by the Counsellor depending on circumstances). 2011 saw a dramatic increase in the number of couples seeking marriage counselling; the number of couples seeking marriage preparation remained constant.

#### Clergy Support

While recognising that the practice of ministry is a source of enrichment and a time of daily encounters with people that often brings a feeling of warmth and satisfaction, there is also recognition that the demands of ministry can impact in ways which are often unseen and unrecognised.

There would be something wrong if clergy were not affected by their ministry, and most now have the abilities to reflect and realise when time is needed for recuperation and time apart. However, little if any studies have been done to analyse the effect that ministry has on those closest to its proponents, namely wives, husbands and children.

Surveys carried out by the Marriage Council have identified that clergy families can feel at times isolated, unappreciated and vulnerable. Why sometimes may this be the case?

Simply put the answers are as varied as human experience itself, but at the heart is a need to feel appreciated and supported.

The Marriage Council has sought to offer a practical response by facilitating retreats for clergy couples. In 2011 a clergy and spouse retreat was successfully held in Newcastle, County Down. The cost of the retreat was shared by the diocese, the participants and the marriage council. It is hoped to hold further retreats in the future.

### **Provision of Resources**

We wish to continue providing good resources to assist clergy in preparing couples for marriage. Through our website we continue to assist couples by offering information and support. During the past year articles written by council members have been published on a range of issues pertaining to marriage and relationships. The council would like to thank editors of Diocesan Magazines and *The Church of Ireland Gazette* for their support.

### **Contemporary Couples**

The Contemporary Couples clergy training course has now been updated. The course involves a series of six seminars highlighting the sorts of issues that clergy may encounter in providing pastoral support to couples and families. The course was most recently run for clergy from the Dioceses of Kilmore, Clogher and Armagh. We would like to encourage other dioceses to make use of the newly updated course.

### **Teaching**

During the past twelve months the Marriage Council through two of its councillors, has had a modest but important input into the training of the interns in the Church of Ireland Theological Institute. Seminars have examined various aspects of working with marriage. Also the transition from student life to life in the parish has also been examined.

### **The Future**

The Marriage Council will continue to review its operating costs and endeavour to work within a smaller budget. The prevailing economic circumstances have meant more couples are seeking assistance. It is hoped the Marriage Council will continue to be well placed to offer support to couples in their relationships and to the clergy in their ministry.

### **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.

## Errata

### Page 24

*Should read, as appropriate:*

Portfolio	Valuations (millions)	
	<u>2011</u>	<u>2010</u>
<i>Specific Trusts</i>		
RB General Unit Trust (RI)	<b>€132.68</b>	€138.77
RB General Unit Trust (NI)	<b>£33.76</b>	£31.91

*and*

Portfolio	Total returns (weighted <sup>1</sup> )			
	<u>2011</u>	<u>Benchmark</u>	<u>2010</u>	<u>Benchmark</u>
<i>Specific Trusts</i>				
RB General Unit Trust (RI)	<b>0.6%</b>	<b>-1.3%</b>	2.4%	1.4%
RB General Unit Trust (NI)	<b>0.5%</b>	<b>3.3%</b>	11.6%	11.0%

### Page 90

*Should read, as appropriate:*

Portfolio	2011	3 year annualised	5 year annualised
	%	2009-2011 %	2007-2011 %
<b>Parochial, Diocesan Funds etc</b>			
RB General Unit Trust (RI)	0.6	7.8	-10.1
RB General Unit Trust (NI)	0.5	10.0	1.6