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* The reports of the Church of Ireland Clergy Pensions Trustee Limited (page 118) and the Church of Ireland 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

CHURCH OF IRELAND

THE REPRESENTATIVE CHURCH BODY

REPORT 2014

The Representative Church Body – Report 2014

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

Chairman

The Most Rev Richard Clarke, Archbishop of Armagh



The Most Rev
Richard Clarke

Committee Chairpersons

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

Chief Officer and Secretary

Mr Adrian Clements

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

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

Office

Church of Ireland House
Church Avenue
Rathmines Dublin 6

Tel 01-4978422 Fax 01-4978821
Email office@rcbdub.org
Website www.rcb.ireland.anglican.org

Library

Braemor Park
Churchtown
Dublin 14

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

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

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

The Representative Body is composed of the following sixty members. The recorded attendance of each at the four meetings of the Representative Body held during the year 2013 is denoted by the figure placed before each name.

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

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

* from November 2013, in place of Most Rev Richard Clarke (translated to Armagh)

† from May 2013, in place of Rt Rev Kenneth Clarke (retired December 2012)

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B Elected members (36)

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

- Armagh 1 Ven Raymond Hoey, The Rectory, 2 Maytown Road, Bessbrook,
Co Down BT35 7LY (2015)
3 Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone
BT71 5LL (2016)
3 Mrs Jane Leighton, 14 Drumbeemore Road, Armagh BT60 1HP (2014)
- Clogher 3 Rev Canon Bryan Kerr, The Rectory, Faughard, Lisbellaw, Co Fermanagh
BT94 5ES (2015)
0 Mr William Allen, Aughnahinch, Newtownbutler, Co Fermanagh
BT92 8LU (2016)
2 Mr John Keating, Kilturk West, Newtownbutler BT92 2BS, Co Fermanagh
(2014)
- Derry and 4 Rev Canon Henry Gilmore, The Rectory, Ramelton, Letterkenny,
Raphoe Co Donegal (2014)
4 Mr Robert Pollock, 77 Edenderry Road, Omagh, Co Tyrone BT79 0NP (2015)
1 Mr Sydney Gamble, 14 Spruce Road, Dysart, Strabane, Co Tyrone (2016)
- Down 2 Ven Roderic West, The Rectory, 63 Lurgan Road, Banbridge, Co Down
and BT32 4LY (2015)*
Dromore 2 Mr Basil O'Malley, 182 Lurgan Road, Magheralin, Craigavon, Co Armagh
BT67 0QP (2016)†
4 Mr Trevor Douglas, 7 Rampark, Dromore Road, Lurgan, Co Armagh
BT66 7JH (2014)
- Connor 3 Very Rev John Mann, The Deanery, 5 Deramore Drive, Belfast BT9 5JQ (2015)
4 Mr Robert Kay, 2 Brookvale Terrace, Portrush, Co Antrim BT56 8EY (2016)
3 Mr John Wallace, The Hermitage, 7 Ahoghill Road, Randalstown,
Co Antrim BT41 3BJ (2014)
- Kilmore, 2 Ven Craig McCauley, The Rectory, Virginia, Co Cavan (2014)
Elphin and 4 Miss Maud Cunningham, Clonatumpher, Florencecourt, Enniskillen,
Ardagh Co Fermanagh BT92 1BA (2015)
3 Mr Kenneth Davis, Aughafad, Longford (2016)
- Tuam, 4 Very Rev Alistair Grimason, The Deanery, Deanery Place, Cong, Co Mayo (2014)
Killala and 1 Prof Paul Johnston, Luimnagh West, Corrandulla, Co Galway (2015)
Achonry 1 Mr Julian Ellison, Ardagh Cottage, Newport, Co Mayo (2016)‡

* elected June 2013 in place of the late Ven Philip Patterson

† elected June 2013 in place of Mr Albert Wilson (retired June 2013)

‡ elected September 2013 in place of the late Mr Ben Bradish

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Dublin and Glendalough	3	Ven David Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2015)
	4	Mr Robert Neill, Killegar Park, Enniskerry, Co Wicklow (2016)
	3	Mr Geoffrey Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2014)
Meath and Kildare	2	Ven Leslie Stevenson, The Rectory, Portarlington, Co Laois (2015)
	3	Mr Ronald Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2016)
	3	Mr Kevin Bowers, Springwood, 2 Narrowways, Bettystown, Co Meath (2014)
Cashel, Ferns and Ossory	2	Ven Christopher Long, The Rectory, St John’s, Enniscorthy, Co Wexford (2014)
	4	Mr Peter Clifton-Brown, Ballinamona House, Cashel, Co Tipperary (2015)
	4	Mr Charles Galloway, The Old Cottage, Raheen, Kilmeaden, Co Waterford (2016)
Cork, Cloyne and Ross	4	Ven Robin Bantry White, Moviddy Rectory, Aherla, Co Cork (2014)*
	3	Mr Keith Roberts, Corran, Ferney Road, Carrigaline, Co Cork (2015)
	3	Mr John Stanley, Scart House, Belgooly, Co Cork (2016)
Limerick and Killaloe	4	Rev Canon Robert Warren, Taney Rectory, 6 Stoney Road, Dundrum, Dublin 14 (2014)
	4	Mrs Lorna Gleasure, Phoenix Farm, Kilflynn, Tralee, Co Kerry (2015)
	2	Mr Roy Benson, Templehollow, Killaloe, Co Clare (2016)

C Co-opted Members (12)

- 3 Rev Andrew Forster, The Rectory, 26 Circular Road, Dungannon BT71 6BE, Co Tyrone (2014)
- 2 Mr Terence Forsyth, 3 Hainault Lawn, Dublin 18 (2016)†
- 4 Mr Samuel Harper, Cramer's Grove, Kilkenny, Co Kilkenny (2014)
- 3 Mr Lyndon MacCann SC, 2 Knapton Terrace, Dun Laoghaire, Co Dublin (2015)
- 1 Mr Tim McCormick, 13 Ontario Terrace, Dublin 6 (2014)
- 4 Mr William Oliver, Exorna House, Castlerock, Co Londonderry BT51 4UA (2014)
- 2 Mrs Judith Peters, The Deanery, Rosscarbery, Co Cork (2016)†
- 4 Ms Hilary Prentice, Wayside Cottage, Drummin West, Delgany, Co Wicklow (2015)
- 4 Canon Graham Richards, 32 St Alban’s Park, Dublin 4 (2015)
- 4 Mr Henry Saville, 22 Church Road, Boardmills, Lisburn BT27 6UP (2015)
- 3 Mr David Smith, Knockleigha, Shaw’s Bridge, Co Down BT8 8JS (2015)
- 3 Mr Michael Webb, 2 Mount Salus, Knocknacree Road, Dalkey, Co Dublin (2016)†

The following co-opted members retire in May 2014:

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

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

* retired as from March 2014

† eligible to attend three meetings maximum due to triennial retirement as co-opted member (re-elected May 2013)

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 2016. Membership details, together with numbers of meetings held and record of attendances for the year 2013 are shown below. The Chairpersons were appointed in September 2013 for a three year period.

EXECUTIVE COMMITTEE

(8 meetings)

Mr Robert Neill (8)
(Chair)



Mr Robert Neill

Most Rev Richard Clarke	(7)	Rev Andrew Forster	(4)
Most Rev Michael Jackson	(5)	Very Rev John Mann	(3)
Rt Rev Paul Colton*	(4)	Ven Robin Bantry White	(7)
Canon Graham Richards	(8)	Mr Terence Forsyth	(7)
Mr Henry Saville	(7)	Mr Lyndon MacCann SC	(6)
Mr Robert Kay	(6)	Mr Geoffrey Perrin	(7)
Mr William Oliver	(7)	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.”

* from March 2013



Canon Graham Richards

ALLOCATIONS COMMITTEE

(3 meetings)

Canon Graham Richards (3)
(Chair)

Most Rev Richard Clarke	(2)	Rev Andrew Forster	(2)
Mr Kenneth Davis	(3)	Mr John Stanley	(3)

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



Mr Henry Saville

INVESTMENT COMMITTEE

(7 meetings)

Mr Henry Saville (7)
(Chair)

Mr Roy Benson	(7)	Ms Hilary Prentice	(7)
Mr Terence Forsyth	(6)	Mr David Smith	(3)
Mr Tim McCormick	(6)	Mr John Wallace	(5)

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

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PROPERTY COMMITTEE

(5 meetings)

Mr Robert Kay (5)
(Chair)



Mr Robert Kay

Mr William Allen	(1)	Mr Trevor Douglas	(4)
Mr Peter Clifton-Brown	(5)	Mrs Jane Leighton	(5)
Mr Ronald Colton	(5)	Mr Keith Roberts	(5)
Miss Maud Cunningham	(5)	Rev Canon Robert Warren	(5)

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

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

STIPENDS COMMITTEE

(2 meetings)

Mr William Oliver (2)
(Chair)



Mr William Oliver

Mr Kevin Bowers*	(1)	Rev Canon Bryan Kerr†	(1)
Rt Rev Paul Colton	(2)	Mrs Jane Leighton	(1)
Mrs Lorna Gleasure	(2)	Mr Geoffrey Perrin	(2)
Prof Paul Johnston	(2)	Ven David Pierpoint	(2)

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

* elected September 2013 to fill a casual vacancy

† elected September 2013 in place of the late Ven Philip Patterson



Mr Michael Webb

LIBRARY AND ARCHIVES COMMITTEE

(4 meetings)

Mr Michael Webb (4)
(Chair)

Rt Rev John McDowell	(3)	Rt Rev Patrick Rooke	(0)
Very Rev John Mann	(2)	Ven Robin Bantry White	(3)

Advisory Members	–	Mrs Valerie Coghlan	(1)
	–	Rev Dr Maurice Elliott	(2)
	–	Rev Dr Adrian Empey	(3)
	–	Dr Kenneth Milne	(4)

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



Mr Lyndon MacCann

LEGAL ADVISORY COMMITTEE

(0 meetings)

Mr Lyndon MacCann SC
(Chair)

Mr Anthony Aston SC	Mrs Judith Peters
His Honour Judge Gerard Buchanan	Mr Andrew Walker*
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.

* elected December 2013 in place of Ms Hilary Prentice (resigned September 2013)

AUDIT COMMITTEE

(2 meetings)

Mr Henry Saville (2)
(Chair)



Mr Henry Saville

Mr Roy Benson	(2)	Ms Hilary Prentice*	(1)
Mr Robert Pollock	(1)		

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.

* elected September 2013 in place of the late Mr Ben Bradish

INTRODUCTION

The Representative Church Body

The report of the Representative Church Body (RCB) to General Synod is intended to outline for General Synod the delivery by the RCB of its trustee responsibility for the Church of Ireland, and to give a flavour of how this has been achieved in the previous twelve month period and the issues arising of most relevance to the wider Church.

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

Trustee responsibilities

The maintenance of the trustee responsibility for properties and financial trusts is the critical function of the RCB. This function of the RCB supports consistency and best practice in the management of material assets and protects parishes and Select Vestries from undue exposure to risk in the performance of their parochial role, particularly in the current environment where the governance of charities is a prime governmental and public concern. It is reassuring that there is already evidence that some dioceses and parishes are moving to vest locally held property in the central body, and this is the recommended course for Church of Ireland trusts.

The RCB has embarked on a major project to establish a computerised property database. It is planned that this will be introduced over the next couple of years and that, as part of the project, the existing database of information will be tested for completeness and accuracy, involving dioceses and parishes in the process. The last time that such an all-embracing task was undertaken on the property front was in 1941, and the information supplied by parishes and dioceses then has been held and updated since. The first elements of the project will be the selection of a software partner and the transfer of existing data to the new electronic database.

RCB Unit Trusts – NI and RI

At 31 December 2013 the value of the funds held in trust for dioceses, parishes and other Church trusts amounted to just under €14m, an increase of €2.5m in the year. During the year income generated by the Unit Trusts totalled €7.9m and all of this is paid to the beneficial owners of the funds. The RCB periodically confirms with the beneficial owners that the funds have been applied according to the terms of trust.

The investments in the RCB Unit Trusts are managed by an in-house team, within parameters set by the RCB Investment Committee. The objective of the investment strategy for the funds under management is to maintain and if possible grow their value while providing a stable, sustainable and competitive distribution. For the period since inception to date the value of a unit in each of the Trusts has comfortably outstripped inflation and the annual income distribution has outperformed comparable interest rates by a considerable margin.

General Funds

General Funds are held by the RCB for the benefit of the whole Church and specifically to support the ministry of the Church within their terms of trust as may be defined by General Synod.

General Funds Employed have grown from a value of €146m at year end 2009, to €161m at year end 2013. Over the same period, they have provided the great bulk of the support for €16m of allocations to support Church activities, while maintaining operations at a cost of €10m in the four year period, and capital transfers of €20m have been made to the Clergy Pensions Fund.

The contribution of the legacy of General Funds to the life of the Church cannot be overstated, and in recent years the performance and resilience of the Funds has been highly satisfactory. The RCB has determined that, over the long term, an average total return of 4% per annum on General Funds is achievable. To enable proper future provision the withdrawal target is set at 3.5% of fund value. To sustain the benefit of General Funds for future generations it is vital that the withdrawal level, which is currently higher than the long term target of 3.5%, is managed over the medium term back to the sustainable withdrawal target.

Other activities

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

In 2013 the RCB undertook responsibility for the payment and subsequent collection from parishes of Local Property Tax chargeable on vested properties in the Republic of Ireland. This was a substantial piece of work and could not have been achieved successfully without an impressive level of cooperation from dioceses and parishes.

Clergy pensions

2013 was a year of change for the provision of pension benefits for clergy. The long-standing and highly valued defined benefit scheme, the Clergy Pensions Fund, was closed to new members and to future accruals of service, and defined contribution pension arrangements were put in place for future service. The detail of this is covered elsewhere in the Book of Reports, and it involved a great deal of input by members of the RCB and staff. Most of the complex issues have been resolved and work will continue to ensure that the new arrangements are clear and equitable.

The greatest impact has been on serving members of the clergy and the RCB acknowledges the degree of acceptance amongst the clergy of the need for the changes which were proposed to General Synod in 2013, and continues to regard proper pension provision for stipendiary clergy as being a critical responsibility for the Church and its people.

These changes to clergy pensions should make future needs more predictable for dioceses and parishes.

Acknowledgements

The membership of the RCB and its committees comprises clergy and lay volunteers who give greatly of their time and expertise and without whom the work of the RCB could not be achieved.

They are supported by the staff in Church House, Dublin and Belfast, and in the RCB Library, and their dedication is much valued by the Representative Body.

Obituaries

It is with great regret that the deaths are reported of Ven Philip Patterson, a member of the RCB since 2005, and Mr Ben Bradish, a member since 2007.

Reserve policy

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

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

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

OPERATING AND FINANCIAL REVIEW 2013

The accounts of the Representative Church Body commence on page 57.

- **Commentary**

- A) The Statement of Financial Activities (SoFA) of the Representative Church Body is shown on page 68.

The SoFA sets out for 2013 and for the prior year, the income, expenditure, investment gains and losses and capital additions and withdrawals of the financial activities and funds for which the Representative Church Body (RCB) is responsible. The accounts are formatted to show separately the income on General Funds and in respect of diocesan and other trusts, and how costs arise in respect of these and in support of wider Church activities.

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

The activity shown in the Parochial, Diocesan and Other Trust Funds column shows the movement and opening and closing values, the income and expenditure relating to trusts, monies managed for the wider Church and the value of Gift Aid reclaimed for and repaid to parishes.

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

RCB activities

Resources expended

The expenditures for the year, summarised by function on the SoFA, are summarised by type of expenditure on page 78 (Note 5).

The cost of generating funds includes payroll costs of investment management, legal and accounting services (including those made available to the wider Church), external fund management costs and related allocated overheads. A decrease in 2013 of €166,000 against 2012 relates to a decrease in external fund management costs due to the transfer of bonds to the in-house management team in Quarter 4 of 2012 and a saving in custodian fees due to the consolidation of providers. There was an increased charge-out in legal fees relating to professional services for the wider Church year on year. These cost savings have been partly offset by additional payroll related costs as a result of timing in pension payments, an increase in actuarial costs due to changes in the staff pension scheme and support staff required relating to illness cover.

These payroll and pension related cost increases impact also on charitable and governance costs. As a result, costs of charitable activities and governance have increased by €48,000 and €33,000 respectively.

Charitable activities costs include payroll and related allocated overheads charged to trust and property management, communications, education and the RCB Library.

Governance costs include payroll and related allocated overhead costs incurred in supporting General Synod, central committee expenses and episcopal electoral expenses.

Other resources expended are costs relating to professional advice and pension payments for retired staff. Additional once-off actuarial and consultancy charges were incurred in 2013 relating to the closure to future accruals of the Clergy Pensions Fund defined benefit scheme and the introduction of the new Clergy Defined Contribution pension schemes (NI and RI).

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The total of resources expended which are chargeable against General Funds has decreased year on year by €13,000 (-0.5%).

General Funds

(i) Outturn for the year

As shown on the Statement of Financial Activities, the total value of General Funds increased by €8.76m (5.7%) to €161.44m (2012: €152.68m) despite a net decrease in resources of €5.46m before gains and losses on invested assets. Both equity and bond markets continued to show strong performances in 2013. Withdrawals of €5.35m were utilised to support the solvency of the Clergy Pensions Fund defined benefit scheme (€5.00m) and the staff pension fund (€0.35m). The actuarially calculated deficit in the staff pension scheme, under accounting standard FRS17 at 31 December 2013 showed a decrease in the year of €0.57m.

(ii) Net incoming resources, at €3.45m showed a reduction of €0.37m, 10% down on 2012.

Investment income of €5.54m has fallen by €0.16m from 2012 levels (2012: €5.70m). The transfer from General Funds to the clergy and staff pension funds reduced the earning capacity of General Funds during the year.

(iii) Allocations and distributions

Allocations expended in the year are the values of the funds reserved in the previous year for 2013 allocations, less amounts unexpended.

Parish, diocesan and other trust funds

Investment income arises in the RB General Unit Trusts. All incoming resources are disbursed to parishes, dioceses and trusts according to the terms under which the funds are held.

B) Balance Sheets

The net assets shown in the Balance Sheets (page 70) are shown as belonging to three separate fund groupings.

- RCB activities include those assets and liabilities specifically utilised in and attributable to the performance of the services and duties carried out by central Church staff. The net current balance on these is offset against General Funds.
- General Funds are those available to be utilised for the purposes of meeting the operating expenditure of the Representative Body and funding for Allocations. Total fund values increased by €8.76m (5.7%), as a result of net gains on

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investment values of €13.95m, partly offset by pensions transfers and adjustments and a deficit on the current account.

- Parish, Diocesan and Other Trust funds generate the investments and deposit income shown in the SoFA; this belongs to parishes, dioceses and sundry Church of Ireland trusts. The total funds have increased by €14.49m (6.2%) to €249.47m (2012: €234.98m). Unrealised gains of €1.05m on investment revaluations and realised gains of €0.08m on sale of investments were partly offset by €0.91m due to weaker sterling values at year end. Net capital inflows amounted to €4.28m (2012: €2.46m outflow).

- **Allocations** (page 68)

Net allocations expended in the year amount to €3.91m (2012: €1.49m).

Allocations for 2014 are provided in 2013 as a reserve to be drawn down in the following year. The amount provided as a reserve for 2014 is €3.87m and is gross of subventions. This reserve will be available to support the episcopacy, clergy pensions, ministerial training and 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 €2,045 (2012: €143,000) and from the Central Church Fund of €50,000 (2012: €50,000). These have been offset respectively against the costs of training for the ordained ministry and Clergy Pensions Fund. The Representative Body is most grateful to the Committees concerned for this valuable support.

The Allocations Committee is grateful for the very positive response to the request for spending restraint in the current financial environment.

- **Reserves** (page 77)

A reserve is created annually to fund allocations which are budgeted to support wider Church activities in the following year. At year end 2013 this stood at €3.87m (2012: €4.34m).

Over the years a separate Allocations Equalisation Reserve has been maintained to smooth the capacity of income annually to meet the allocations need. The RCB is in process of moving to a more sustainable Total Return basis for managing withdrawals from General Funds and a long-term average withdrawal target of 3.5% of fund value has been established. The Allocations Equalisation Reserve is being applied over the medium term to support as necessary the transition to this more sustainable withdrawal policy. At 31 December 2013 the Allocations Equalisation Reserve stood at €4.38m (2012: €4.33m).

Staff pension scheme

At the year end the actuaries to the staff pension scheme assess the comparative solvency of the scheme on a discontinuance basis and the results are set out in detail

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in Note 12. This shows that at 31 December 2013, while the scheme remained in deficit, the amount of the deficit decreased by €0.57m to €4.5m. This deficit is shown as a long-term liability in the Balance Sheet. Amongst the assumptions which have the most significant impact on the results is the discount rate. The discount rate is based on the market yield at the valuation date of high quality corporate bonds; for FRS17 the 2013 discount rate was set at 3.8% against the 2012 rate of 3.9%.

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 = £0.8302 or £1 = €1.204 (2012: €1 = £0.8161 or £1 = €1.225).

ALLOCATIONS PROVIDED FOR 2014

- Gross allocations before subventions amounts to €3.87m and this is shown in reserves in Note 4. Total subventions of €12,045, from the Stipends Fund of €62,045 and the Central Church Fund of €50,000, provide for a net allocation spend in 2014 of €3.76m.
- The allocations listed below represent net amounts to be allocated after taking into account 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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2014 ALLOCATIONS

	2014	2013	2014	2013
GROUP A	€	€	£	£
Episcopal Stipends and Expenses	1,121,834	1,208,956	615,659	675,541
<i>less</i> Episcopal Levy	(461,358)	(423,762)	(447,306)	(396,362)
	<u>660,476</u>	<u>785,194</u>	<u>168,353</u>	<u>279,179</u>
Deans of Residences/University Chaplains	90,323	89,623	125,307	121,895
Queen's University, Belfast, Bursar	-	-	14,631	14,518
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	33,000	37,000	33,000	35,000
- Discretionary Grants	4,000	4,000	3,000	3,000
Stipends Related Costs	15,692	15,720	-	-
St Patrick's Cathedral, Dublin	1,000	1,000	-	-
	<u>807,491</u>	<u>935,537</u>	<u>346,291</u>	<u>455,592</u>
GROUP B				
Clergy Pensions Fund	99,776	205,254	95,150	199,856
Central Church Fund				
- Augment Clergy Pension	(50,000)	(50,000)	-	-
Supplemental Fund Benefits				
- Retired Clergy, Surviving Spouses	6,481	21,477	770	770
Discretionary Grants				
- Retired Clergy	-	-	13,000	13,000
- Surviving Spouses	-	-	8,500	8,500
	<u>56,257</u>	<u>176,731</u>	<u>117,420</u>	<u>222,126</u>
GROUP C				
Training of Ordinands	629,508	602,838	-	-
Theological Institute	786,500	765,000	-	-
Ministry formation project	5,000	5,000	-	-
Stipends Fund	(50,000)	(100,000)	(10,000)	(35,000)
Bishops' Selection Conference	25,000	25,000	-	-
	<u>1,396,008</u>	<u>1,297,838</u>	<u>(10,000)</u>	<u>(35,000)</u>
GROUP D				
General Synod/Standing Committee	364,897	331,837	199,039	219,611
Royalties Fund	-	(37,500)	-	-
Board of Education	35,251	36,000	87,159	83,271
Church of Ireland Youth Department	-	-	145,000	145,000
Child Protection Officers	11,000	11,000	12,300	12,300
	<u>411,148</u>	<u>341,337</u>	<u>443,498</u>	<u>460,182</u>
GROUP E				
RCB Library	5,000	5,000	-	-
Regular Sunday Services in Irish	500	500	-	-
	<u>5,500</u>	<u>5,500</u>	<u>-</u>	<u>-</u>
	<u>2,676,404</u>	<u>2,756,943</u>	<u>897,209</u>	<u>1,102,900</u>

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Summary of allocations expenditure provided for 2014, net of subventions from the Stipends and Royalties Funds:

	2014		2013	
	€	%	€	%
A - Maintenance of the Stipendiary Ministry	1,224,608	32.6	1,493,792	36.4
B - Pension related costs	197,693	5.3	448,910	10.9
C - Training of Ordinands	1,383,963	36.8	1,254,951	30.6
D - General Synod Activities	945,354	25.2	905,216	22.0
E - Miscellaneous	5,500	0.1	5,500	0.1
	<u>3,757,118</u>		<u>4,108,369</u>	

- **Commentary**

Group A - Maintenance of the Stipendiary Ministry - €1,224,608

The funding of episcopal stipends and expenses is the major part of this allocations cost, at €0.86m (2013: €1.12m) being 71% of the total (2013: 75%). The figure includes office costs, administration costs, travel expenses, financing costs for See Houses, as well as stipends, pension funding and employer's state contributions.

The dioceses contribute towards the costs of the episcopacy through a levy which is based on the number of cures and a percentage of Minimum Approved Stipend per cure. The levy has been increased to 6.6% for the year 2014 from 6.0% in 2013 of Minimum Approved Stipend per cure. The episcopal levy is budgeted to realise in 2014 the equivalent of €1.0m (2013: €0.90) which is 53.8% of the total cost of funding the episcopacy (2013: 44.53%). For 2014 the diocesan levy is £1,768 and €2,390 per cure (2013: £1,560 and €2,173). The medium term target is a sharing of episcopal costs 50% diocese and 50% central Church.

The total cost of the episcopacy is budgeted at €1.86m (2013: €2.02m).

In 2013 the actual cost of the episcopacy was reduced from the budgeted level by an underspend mainly relating to episcopal vacancies amounting to €0.25m which is included in the figure for unexpended allocations on the SoFA.

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

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

Group B - Pension related costs - €197,693

Total support from RCB funds to the Clergy Pensions Fund in 2013 amounts to €5,214,387, of which €5,000,000 is a transfer of capital direct from General Funds and the balance is provided through Allocations. The net costs are after including a subvention from the Central Church Fund to augment the Clergy Pensions Fund. The annual contribution from Allocations is reduced to reflect the increase in earning

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power transferred to the Clergy Pensions Fund accruing from four capital transfers in 2010, 2011, 2012 and 2013, totalling €20,000,000. Also included under this heading are amounts to support discretionary grants to retired clergy and spouses, to enable the maintenance of a minimum level of income.

Group C - Training of Ordinands - €1,383,963

The budget for the Training of Ordinands funds the upkeep of the Church of Ireland Theological Institute, grants for students, the provision of student accommodation, tuition fees and the cost of the selection process for entering training for the ministry.

The total cost in 2014 of €1.38m shows an increase of €128,283 on 2013 figures. This increase is due to an increase in student numbers, an increase in running costs of the Theological Institute and a reduction in subvention from the Stipends Fund. This continuing support from the Stipends Fund is most welcome.

The cost of the running the Institute is budgeted for the academic year 2014/2015 and shows an expected budget of €786,500 (2013/2014: €765,000).

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 2013/14 receive a personal grant of €7,700 (2012/2013: €7,700) and the single student's grant is €6,000 (2012/2013: €6,000). There are also grant allowances made for dependent children. Accommodation grants and travel allowances are made available for students in their final intern year. The total cost for the year is budgeted at €629,508 (2013: €602,838).

In 2013/14 there are 23 ordinands undergoing full-time training and 16 undertaking the part-time course.

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2013 are included as Appendix A (page 91).

Group D - General Synod Activities - €945,354

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

The spending budgeted for these areas shows an increase of €49,714 from the figure for Allocations in 2013. For some time the Royalties Fund has been able to provide support to Allocations, in 2012 amounting to €37,500. While this support is not available for 2014 Allocations, the Allocations Committee is most grateful for the Royalties Fund support over the years.

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

Group E - Miscellaneous - €5,500

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

INVESTMENTS AND MARKETS

- Valuations of the various portfolios and comparative figures at 31 December 2013 were as follows:

Portfolio	Valuations (millions)			
	<u>2013</u>	<u>2012</u>		
<i>General Funds/Reserves</i>				
General Funds	€151.05	€142.53		
Allocations Reserve	€3.21	€3.36		
	€154.26 ¹	€145.89		
Cash	€1.17	€0.97		
	€155.43	€146.86		
<i>Specific Trusts</i>				
RB General Unit Trust (RI)	€163.32	€154.57		
RB General Unit Trust (NI)	£41.46	£37.66		
Portfolio	Total returns (weighted)			
	<u>2013</u>	<u>Benchmark</u>	<u>2012</u>	<u>Benchmark</u>
<i>General Funds/Reserves</i>				
General Funds	14.2%	14.0%	20.0%	15.6% ³
Allocations Reserve	4.7%	2.2%	18.3%	2.6%
<i>Specific Trusts</i>				
RB General Unit Trust (RI)	9.9%	15.3%	22.3%	16.5%
RB General Unit Trust (NI)	10.7%	13.0%	17.0%	9.4%

¹ The valuation of General Funds of €154.26m in 2013 is net of a financial instrument of €3.76m (see Note 2(b) to the financial statements). The balance sheet shows the gross invested fund assets of €158.02m, with the financial instrument included in current liabilities.

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Total return performances of relevant equity and bond market indices (local currency terms) in 2013 were:

FTSE Europe 100	18.9%	Irish Govt Bond Index	11.9%
US (S&P Composite)	32.4%	UK (FTSE 100)	18.8%
Euro Broad Bond Index	2.3%	Stg Broad Bond Index	-2.6%

Three- and five-year fund performance figures are included as Appendix B (page 93).

- **Economic Backdrop**

The Eurozone crisis eased considerably in 2013 due to a number of factors such as ECB support, general adherence to budgetary targets and genuine structural reform in some peripheral countries, notably Spain. This enabled a stabilisation in growth in the area as a whole. In the wider global economy US growth was relatively modest given the extreme level of monetary stimulus, while emerging economies continued to decelerate as the after-effects of previous breakneck expansions were felt. Both the UK and Ireland followed the pattern of the US recovery with markedly better real estate markets and a welcome turn-around in unemployment rates. Inflation in the Western economies eased to very low levels, thus facilitating very accommodative monetary policy but unhelpful in reducing either sovereign or household debt burdens.

- **Equity Markets**

Variation in returns across geographic regions was notable in 2013 with low growth aggressive monetary stimulus countries out-stripping higher growth emerging nations. For example Japan (+54% in local currency, +21% in euro) and the US (+32% in Dollars, +26.5% in euro) versus China and Brazil -4% and -15% in local terms respectively, -5% and -30% in euro. European markets, historically closely correlated to the US, delivered a total return of 18.5%. The policy of QE (asset purchases funded by central banks) enabled stock prices to inflate in the key US market where underlying earnings growth was in the vicinity of 10%. Despite an announced ‘tapering’ of the degree of QE in December, markets ended the year in high spirits, as the long awaited ‘self-sustaining’ recovery appeared on track.

- **Bond Markets**

Core bond yields in Europe and the US increased sharply from very low levels during 2013. This was initially due to the diminution of the Euro crisis and the US debt ceiling stalemate, but more latterly by a perceived turning point in global monetary policy, away from ultra-accommodative levels. In contrast, the Eurozone periphery saw yields fall as funding, and hence debt sustainability, became less problematic. The yield on the benchmark German bund remained below 2%, a full 1% less than its US equivalent, reflecting a market view that Europe exhibits quite similar characteristics to Japan, where 10 year yields ultimately fell below 0.5% as the

economy stagnated. Irish bonds again performed strongly as reward for continued budgetary consolidation.

- **Changes to Portfolios in 2013**

Having had little to no exposure to commercial property, a position was established (across all funds) in IPUT (Irish Property Unit Trust). This investment offers an attractive yield in a top quality commercial real estate portfolio, a 40 year track record and low expense ratio.

During the second half of 2013 a policy of ‘Portfolio Protection’ was gradually rolled out with the objective of protecting capital during periods of market weakness. This reflects a concern that long term market valuations are much stretched. The short term impact of this policy is that should equity markets advance strongly, RCB funds will lag their stated benchmarks to some extent.

- **General Funds Performance 2013**

A total return of 14.2% (benchmark 14.0 %) was a very creditable out-turn in the context of a conservative risk stance – the average level of equity exposure was 55% versus a benchmark of 70%. In terms of individual portfolios, equities returned 20.8%, marginally ahead of benchmark, while fixed income returned 6.9% (benchmark 3.1%). Despite the strong total return, the growth in General Funds in the year was less than 6% as a result of high withdrawals. This highlights the need for a prudent investment stance, to protect capital during periods of lessened exuberance.

- **Outlook for 2014**

Economic growth prospects have improved in Europe from a very depressed level, particularly in those countries that have tackled public sector costs. However, this growth will likely only produce modest improvements in the labour market as the flow of credit remains constrained by the less than robust banking system. In the US expectations of an acceleration and broadening in the recovery may prove challenging; lack of improvement in real incomes of the middle classes is a clear impediment to a consumer driven economy. Despite large expansions in the monetary base, inflation looks set to remain at very low levels, reflecting the inability of labour to achieve wage growth. For equity markets, the planned wind-down or tapering of QE is a negative factor, balanced by promises of delayed rate rises (forward guidance). As mentioned above the prospects for robust growth are not bright, although this has not been an impediment to market gains thus far. The degree of income and wealth disparity is not only damaging to an optimal economic outcome, but dangerous from a political stability standpoint; this geo-political risk is prevalent in Europe, Asia and South America, and has the potential to flare up and affect markets. By dint of its recent performance (over 200% in less than 5 years) the US is now very over-valued. Europe is less over-valued but suffers from structural weaknesses that deter capital. On a more positive note (for equity investors), labour

and other input costs are very subdued and large multi-nationals enjoy low tax rates and limited competition.

In fixed income markets it is expected that the zero interest rate environment will persist. This anchors near term maturity bonds at very low rates. To achieve an acceptable return that does not erode capital therefore requires a degree of term or credit risk. European periphery government bonds have proved a good investment in this regard and some further room for modest convergence still exists. However, core yields of 0.7% and 1.7% (German government 5 and 10 years respectively) are vulnerable to capital loss.

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

In 2013 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 2013 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 94).

- **Income**

Withdrawals from General Funds for operational funding requirements and allocations are determined by a total return process that seeks to ensure that such withdrawals are sustainable over the long term and do not erode the capital base of the Funds.

- **Unit Trusts**

Extracts from the financial statements of the two RB General Unit Trusts for the year ended 30 June 2013 are included as Appendix D (page 96).

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

- **Asset management**

The RCB in 2012 commenced a restructuring of the General Funds portfolio to place a stronger emphasis on long-term sustainability and risk management. This investment policy is employed in coordination with a fund withdrawal strategy which, over the long term, is constructed to allow withdrawals of 3.5% of fund value. This is deemed to be 0.5% less than the long-term total return achievable on the Fund, thus allowing for some capital growth. A copy of the Statement of Investment Policy Principles (SIPP) for in-house managed funds is included as Appendix E (page 111).

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The equity portfolio of General Funds is managed from London by Lazard Asset Management.

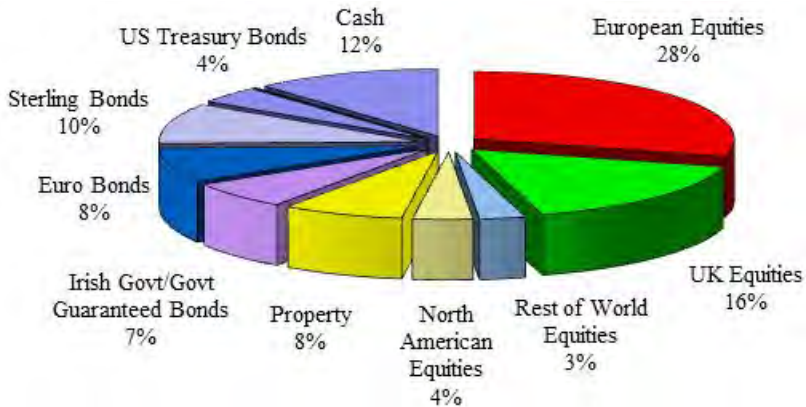
The RB General Unit Trusts portfolios, and a portion of the General Funds, are managed by the staff of the Representative Body's investment department, reporting to the Investment Committee.

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. 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 G to this report, page 118). A copy of the Statement of Investment Policy Principles (SIPP) for the Clergy Pensions Fund is included as Annex 5 to that report.

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

TOTAL GENERAL FUNDS PORTFOLIO

Geographical split of investments at 31 December 2013



CLERGY REMUNERATION AND BENEFITS

• Minimum Approved Stipends (MAS) 2014

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 for the following year are being determined in September.

In considering MAS levels the Stipends Committee takes into account movements in inflation and general earnings levels and the ability of parishes in both jurisdictions to pay.

Republic of Ireland – Nationally published average earnings had remained largely flat, with negative adjustments to earnings in some areas of the public service. Average inflation in the twelve month period to 30 June 2013 was 1.1% as against 2.3% for the previous twelve month period, while the five year cumulative Consumer Price Index (CPI) inflation stood at 0.82%.

Northern Ireland – Inflation has remained somewhat stable in the twelve month period to 30 June 2013 with CPI at 2.9% (30 June 2012: 2.4%), although the average twelve monthly inflationary figure at 2.6% (2012: 3.9%) indicates a downward inflationary trend. Annual earnings trends in the UK are positive with the average five year cumulative earnings increase to 30 June 2013 estimated at 7.4%. The five year cumulative Consumer Price Index (CPI) for the same period is 16.17%.

The Stipends Committee, in arriving at the recommendation of the Republic of Ireland MAS for 2014, considered the ongoing subdued trend in earnings and minimal movement in inflation, and it was concluded that no increase in the MAS be recommended for 2014.

With positive signs of increases in UK earnings and cognisance taken of the cumulative five year CPI, in order to avoid a lag in the Northern Ireland MAS over earning comparators, it was agreed to recommend a 3% increase in the Northern Ireland MAS for 2014.

The Standing Committee agreed the Representative Body's recommendation that the rate of Minimum Approved Stipends for 2014 in the case of the Republic of Ireland remain unchanged from 2013 and be increased by 3% in Northern Ireland.. Consequently, levels of Minimum Approved Stipend for 2014 are:

	2014	2013
Northern Ireland	£26,788	£26,008
Republic of Ireland	€36,219	€36,219

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• **Episcopal costs**

The breakdown of total episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€	€	£	£
	2014	2013	2014	2013
(1) Stipends together with state insurance costs	491,340	493,517	278,724	274,526
(2) Pension costs	99,874	222,172	54,942	144,631
(3) Offices of the Sees expenses	325,570	327,998	176,891	175,074
(4) See Houses and other costs	350,575	346,488	163,493	138,112
Totals (gross)	1,267,359	1,390,175	674,050	732,343
(5) Less endowment income	(172,615)	(208,310)	(35,258)	(35,258)
Totals (net of income)	1,094,744	1,181,865	638,793	697,085

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) Contributions towards episcopal pensions.
- (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 2014**

The approved locomotory allowances for 2014 are based on public service rates for Northern Ireland applicable as at 1 April 2010 and Revenue approved civil service rates for the Republic of Ireland as at 1 July 2008, as follows:

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

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

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

The Northern Ireland public service rates applicable from 1 April 2010 continue to remain in place as the National Employers for Local Government have not published revised rates. In view of the ongoing freeze in rates it was agreed by the Representative Body that the rates applicable from 1 January 2014 should remain the same as those adopted for 2013.

- **Children’s Allowances 2013/2014**

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 2013	
	Republic of Ireland	Northern Ireland
Over 11 attending secondary school	€500	£100
Third level students (up to age 23)	€300	£400
Eligible orphans	€500	£400

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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 2013 there were 69 loans outstanding with a total value of €38,911.

- **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

As from 1 June 2013 there are three separate schemes providing pension benefits for Church of Ireland clergy.

The Clergy Pensions Fund (CPF) holds assets to fund the pension benefits earned by clergy up to 31 May 2013. For service from 1 June 2013 onwards, the Church of Ireland Clergy Defined Contribution Scheme (Northern Ireland) and the Church of Ireland Clergy Defined Contribution Scheme (Republic of Ireland) were established during 2013.

The Representative Body acts as Sponsor of all three schemes.

- **Changes to clergy pension arrangements during 2013**

Proposals were brought to General Synod in 2013 which sought to secure the defined pension benefits of serving clergy, pensioners and deferred beneficiaries of the CPF. Regulatory and demographic changes, together with an historically low interest rate environment, had combined to produce a situation whereby growth in scheme liabilities was outstripping all reasonable attempts to fund the corresponding assets, and was forecast to continue so to do.

The proposals, which were resoundingly supported by General Synod, constituted a funding plan designed to eliminate the deficit in the CPF over a ten-year period, while underpinning benefits earned to date. In summary, the proposals involved closing the CPF to new members and to future accruals of service from 31 May 2013 and gradually increasing the Normal Retirement Age to 68 years. Over the funding period, there would be no discretionary increases to pensions in payment or Pensionable Stipend levels unless the Scheme Actuary were to confirm that an increase would not impede progress towards solvency. A summary of the proposals as approved by the General Synod 2013 is set out in Appendix F (page 117).

Following the General Synod's approval of the proposals, the Scheme Actuary submitted a Funding Proposal to *An Bord Pinsean*, the pensions regulator, on behalf of the Trustee. The Funding Proposal was accepted by the regulator as being robust and likely to deliver the planned outcome of a solvent CPF by 2023.

The funding of the CPF and the elimination of the deficit in the scheme are to be effected by the completion of a series of capital transfers by the RCB amounting to €2.5m, together with a levy on dioceses, calculated on the basis of numbers of cures and recognised offices.

The CPF duly closed to new members and to future accruals of service on 31 May 2013 and two new schemes – the Church of Ireland Clergy Defined Contribution Scheme (Northern Ireland) and the Church of Ireland Clergy Defined Contribution Scheme (Republic of Ireland) – were established to provide pension benefits related to service from 1 June 2013 onwards. All existing members of the CPF were

automatically enrolled in the scheme for the jurisdiction in which they were serving on 1 June 2013.

Both new schemes are registered as approved occupational schemes in the relevant tax jurisdiction, both are administered by Zurich Assurance Ltd, and fund management services are overseen by the pensions consultancy Mercer International. Independent professional trustees have been appointed for each scheme: Irish Pensions Trust Ltd in the Republic of Ireland and Trustee Solutions Ltd in Northern Ireland. Interim reports from the Trustees are set out on pages 36-37.

These new defined contribution schemes provide a default investment option whereby each member's funds are managed assuming a standard approach to risk for their particular stage of life and service. Members' funds were transferred automatically to this default option at 1 December 2013 from a cash fund if the member had not by that time decided to select a different investment option. Members may change their investment option at any time.

The schemes are financed by members' contributions, all of which are paid into the new defined contribution schemes, and parish/diocesan contributions, the total together amounting to 19% of Minimum Approved Stipend (MAS), to include death-in-service cover.

The funds contributed for pension benefit, amounting to 17% of MAS, are immediately vested for the benefit of the individual member.

Full details of the operation of the schemes are set out in members' handbooks, and the schemes were introduced to serving clergy in a series of seven seminars in September 2013.

Further information is available from:

The Pensions Administration Manager
Church of Ireland House
Church Avenue
Rathmines
Dublin 6
Email pensions@rcbdub.org
Tel +353-(0)1-4125630

- **The Clergy Pensions Fund (CPF)**

Trusteeship

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

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

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

Pensionable Stipend

In accordance with Section 2 of Chapter XIV of the *Constitution of the Church of Ireland* the Representative Body in conjunction with the Church of Ireland Clergy Pensions Trustee Limited made a recommendation on Pensionable Stipend levels for 2014 to the Standing Committee.

The recommended levels for 2014 were unchanged from 2013 levels at £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland.

Discretionary increases to pensions in payment

The Representative Body during 2013 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 2014.

Further details may be found in the Report of the Trustee (page 118).

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 2013 is attached as Appendix H to this report (page 170).

Contributions from central funds

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

Regular contributions to the CPF by the RCB are calculated at a percentage rate of Pensionable Stipend in accordance with Section 35 of Chapter XIV of the *Constitution of the Church of Ireland*, offset by the income generated in the CPF by the capital transfers. A contribution of €46,000 was made in 2013 and a contribution of €14,400 is planned for 2014.

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

- **The Church of Ireland Clergy Defined Contribution Scheme (NI) – Report of the Scheme Trustee**

The Scheme is a trust based defined contribution scheme and is governed by the Definitive Deed and Rules of the Scheme dated 17 June 2013 (the “Deed”). By the same Deed, Trustee Solutions Limited (“TSL”) was appointed to act as professional independent trustee by the Representative Church Body.

Our Role

TSL is a professional trustee company which is a wholly owned subsidiary of Pinsent Masons LLP. TSL is appointed to act for a wide range of pension schemes and has many years' experience of managing occupational pension schemes. We pride ourselves in controlling risk in a cost-effective way, which ensures that pension schemes maintain a high level of governance which is constantly reviewed.

Our role as Trustee of the Scheme is to offer a level of independence between the Scheme administrator and the Representative Church Body in the running of the Scheme. The Scheme is arranged with Zurich Assurance Limited. We work closely with Zurich together with the Representative Church Body and Mercer Limited, as our Investment adviser, to ensure the Scheme is run in accordance with legislation and the requirements of The Pensions Regulator. We also act as a point of contact for members should they have any concerns as to the running of the Scheme.

Our Team

The appointed representative for TSL is Ian Gordon, who is a Partner based in our Glasgow office. Ian will be supported by John Kempster (Manager of Trustee Solutions Limited) and Nichola Edwards (Trustee Support). John and Nichola are based in our Birmingham office. The team will liaise closely with Peter Connor (Pensions Administration Manager for The Representative Church Body).

Trustee Solutions Limited
February 2014

- **The Church of Ireland Clergy Defined Contribution Scheme (RI) – Report of the Scheme Trustee**

Scheme Overview

The Scheme is Defined Contribution in nature and commenced on 1 June 2013. The renewal date is 1 January.

Irish Pensions Trust Limited (“IPT”) is Trustee of the Scheme.

IPT is a wholly owned subsidiary of Marsh & McLennan (MMC), a quoted US multinational. IPT has been heavily involved in pensions in Ireland for over 60 years and refocused as a specialist professional trusteeship company in 1999. IPT provides

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professional trusteeship to over 400 schemes in Ireland, with over €10 billion in scheme assets.

The primary role of IPT is to ensure that the Scheme operates efficiently and the trust is executed correctly, and at all times to act in the best interests of the beneficiaries.

The Registered Administrator of the Scheme is Zurich Life. Mercer Limited is the consultant and investment advisor.

The Revenue Approval Number is SF 3946 and the Pensions Board reference number is PB 269291.

Patrick Foley, Irish Pensions Trust Limited
February 2014

PROPERTY AND TRUSTS

- **General**

The main issue for owners of residential property in the Republic of Ireland during 2013 was the introduction of the Local Property Tax, which is payable by the owners of residential property (including rental property) based on the market value of the property on 1 May 2013 and came into effect from 1 July 2013. Under the Finance (Local Property Tax) Act 2012 the legal owner of the property is liable to pay the tax and although the Representative Church Body holds the majority of its property in trust for the parishes, it is the legal owner and does not have exemption from paying the tax. The parish is responsible for having the market value of its residential property determined as on 1 May 2013 and the valuation forms the basis of the calculation of the Local Property Tax up to and including the year 2016. The Representative Church Body initially pays the tax to Revenue on behalf of the parishes and it is then collected from the parishes through the dioceses during the year.

The funding for the conservation of historic buildings and other heritage projects from government departments was severely curtailed in 2013. The Heritage Council in the Republic of Ireland announced that it would be unable to allocate funding for the wider heritage sector under its Grants Scheme in 2013. Looking to 2014, the Heritage Council has confirmed that due to funding constraints, it will not be in a position to fund works to Protected Structures. However, there will be limited funding available for Protected Structures under a programme of grant assistance announced recently by the Minister for Arts, Heritage and the Gaeltacht known as the Built Heritage Jobs Leverage Scheme.

The property market in the Republic of Ireland has emerged in recent years as a two-tier market with demand in many areas of Dublin during 2013 driving the price of housing upwards by some 11% whereas outside of the Dublin area, the price of property continued to fall with decreases on average being in the region of 6%. The main drivers in any property market are demand, the supply of bank finance and the supply of dwellings. There was a scarcity of houses coming to the market in Dublin during 2013

and a high proportion of sales have been to cash buyers. Experts are forecasting that the cash buyer market will recede and the role that NAMA and the banks play in releasing properties on the market could result in a change in the level of supply and possibly lower prices. The property market in Northern Ireland continued to experience difficulties during 2013 but there are encouraging signs for the first time since 2007 that the situation has stabilised and there has been a pick-up in sales, although average prices have largely remained unchanged. With continuing high unemployment and reduced take-home incomes, there is still uncertainty as to whether the property market has in general reached the bottom and is poised for a period of increasing prices.

The income from rented property has generally remained stable during 2013 but in major urban areas where there has been a shortage of good quality apartments and family homes, rents of some properties have increased between 5-11%. There is somewhat of a rural/urban split within the market, where rural rents have not increased in 2013.

- **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 €1,758,253 and £809,134. Grants of €60,050 and

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£101,550 were allocated by the RCB from the income of the Fund on the recommendation of the Primate in 2013. 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 2013 is included as Appendix I (page 180).

- **Marshal Beresford Fund**

Grants of €28,800 and £69,750 for repairs to churches were made from the Beresford Fund in 2013. The allocation of the income, in accordance with the trusts, is made by the Archbishop of Armagh who does so in conjunction with his recommendations for grant assistance from the Church Fabric Fund.

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

The new See House built for the United Dioceses of Kilmore, Elphin and Ardagh at Kilmore, Cavan, was officially opened on Thursday 13 June 2013.

- **The See House, Tuam**

The new See House for the United Dioceses of Tuam, Killala and Achonry at Breaffy Woods, Castlebar, Co Mayo, was purchased in June 2013 following the sale of the former See House at Crossmolina.

- **The See House, Limerick**

Agreement was reached with Limerick County Council during 2013 to purchase a site of 1.6 Acres (0.658 Hectares) on the edge of Adare village, Limerick, subject to Planning Permission being obtained for a new See House on the site. Plans for the new See House were approved by the Representative Church Body in December 2013 and it is anticipated that Planning Permission can be obtained during 2014. The Bishop presently resides in rented accommodation at Adare.

- **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, Ferns and Ossory, Tuam, Killala and Achonry, Dublin and Glendalough, Kilmore, Elphin and Ardagh, Limerick, Ardfert, Aghadoe, Killaloe, Clonfert, Kilmacduagh and Emly. The survey in the Diocese of Connor commenced during the year and will continue during 2014. The pace of the Survey has slowed due to lack of external funding for the project.

The Representative Church Body has contributed €37,898 towards the project over the past 13 years. Funding of €241,842 was received from the Heritage Council

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towards the project until 2013 but grants are no longer available for such work due to the economic downturn.

During 2013 a grant of £5,000 was received from All Churches Trust and a grant of £10,000 was received from the Northern Ireland Environment Agency in support of the survey.

The Stained Glass Database (Gloine) which was launched in April 2008 is available on the internet at www.gloine.ie. The database enables the user to search by diocese, church, artist, studio, religious subject matter and date. During the year a zoom and pan function on all images together with a search by map facility has been added to the website and it is envisaged that floor plans of the church buildings will also be made available in 2014.

- **Churchyard and Graveyard Walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2013. Parishes are strongly advised to inspect walls regularly, to seek technical advice and to carry out preventative maintenance where possible. Parishes should be vigilant when any form of development takes place on adjoining or adjacent sites and ensure that buttresses, foundations and other supporting structures are not interfered with to the detriment of the churchyard or graveyard walls.

- **Insurance**

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

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

- **Safety and Parish Premises**

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

- **Single Farm Payment (Area Entitlements)-Northern Ireland**

Since 2005 the Representative Church Body has claimed the Single Farm Payment (Area Entitlements) on behalf of some 84 parishes in Northern Ireland.

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As part of the reform of the Common Agricultural Policy, the current method whereby the Single Farm Payment (Area Entitlements) for parish lands in Northern Ireland is claimed and received will change in 2014.

The new Common Agricultural Policy does not intend for “non-farming landowners” to receive the Single Farm Payment (Area Entitlements) but instead for the payment to go to “active farmers”. This will require the Representative Church Body/parish to transfer/sell the Single Farm Payment (Area Entitlements) to each “active farmer tenant” of the parish lands or alternatively place them on the open market for sale to other “active farmers”. We understand that the deadline for trading entitlements will be 2 May 2014.

The value of each Area Entitlement is currently €78.33/hectare and it is important that each parish concerned ensures it will be compensated for the loss of income in 2014 and future years.

The new Common Agricultural Policy will result in the Representative Church Body ceasing to administer the claim/distribution process for the payments concerned, with the responsibility reverting to the Diocesan Glebes Committee/parishes to ensure that suitable annual payment is being received from the tenants for the use of the parish lands, where appropriate, as would have been the case prior to 2005.

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

Local Property Tax

The Local Property Tax came into effect from 1 July 2013 and is a tax payable on the market value of residential property as determined on 1 May 2013.

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

The Local Property Tax is collected by the Revenue Commissioners and is initially paid by the Representative Church Body to ensure compliance with Revenue deadlines. The tax is then collected from the parishes which are the beneficial owners, through the dioceses during the year.

Parishes should consult the Revenue Commissioners website www.revenue.ie for further information on the Local Property Tax.

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

Domestic Waste Water Treatment Systems Registration (Republic of Ireland)

The Department of the Environment, has introduced a Domestic Waste Water Treatment Systems charge under the Water Services (Amendment Act), 2012. All domestic wastewater treatment systems have to be registered. This includes septic

tanks, waste water tanks and treatment systems which are receiving, storing, treating or disposing of domestic waste water. It also includes all fittings and percolation areas associated with such tanks and systems and drains which are used to discharge waste water from premises, whether or not a receiving tank is present.

Domestic Waste Water Treatment Systems must be registered by 1 February 2013. There was a € fee to register up to 28 September 2012, after which the charge increased to €0. Registration will last for 5 years and there will be no fee for second or subsequent registrations.

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

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

Select Vestries should consult the Department of the Environment, Community and Local Government website www.environ.ie for further information on the registration and inspection system.

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

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

Section 7 of the European Communities Energy Performance of Buildings Directive (EPBD) requires that, when a building is constructed, sold or rented, a Certificate detailing its energy consumption must be made available to the prospective purchasers or tenants. These certificates in Northern Ireland are called *Energy Performance Certificates* and in the Republic of Ireland *Building Energy Rating Certificates*.

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

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

- Places of Worship;
- Protected Structures/National Monuments;
- Buildings used for the purpose of carrying out religious activities;
- Temporary buildings and certain non-habitable agricultural and industrial buildings with low energy demand;
- Stand alone buildings with a useful floor area of less than 50m²;
- 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.

- **Built Heritage Jobs Leverage Scheme (BHJLS) 2014 (Republic of Ireland)**

The introduction of a new national scheme has been announced by the Minister for Arts, Heritage and the Gaeltacht called The Built Heritage Jobs Leverage Scheme 2014 and it is funded by a sum of €5m made available under the Government's Capital Stimulus programme.

The Scheme seeks to encourage the leveraging of private capital to invest in a number of small-scale, labour-intensive projects to repair and conserve structures **protected** under the Planning and Development Act 2000 (as amended) and in certain cases, for the conservation of structures within **Architectural Conservation Areas**, and to support the employment of skilled and experienced conservation professionals, craft workers and trades people.

The Scheme will be administered by the Local Authorities with a fixed amount of funding allocated to each Local Authority from the fund in 2014. The funding available to each Local Authority is based on their **Record of Protected Structures** (as submitted by each Local Authority to the Department in 2013), the **population** of each County (per the 2011 Census) and a **fixed baseline amount of €50k** for each Local Authority. Full details of the Scheme can be found on the relevant Local Authority website.

- **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.

Information may be obtained from the website www.hlf.org.uk/northernireland.

- **Grants for Places of Worship (Northern Ireland)**

The Grants for Places of Worship programme is operated by the Heritage Lottery Fund and is for projects that involve urgent structural repairs to public places of worship that are listed A, B+, B, B1 or B2. As part of a repair project funds are also

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given for work to encourage greater community use and engagement. Parishes can apply for a grant from £10,000 to £250,000.

Grants for Places of Worship projects must achieve the following outcomes:

Outcome for heritage:

With the grant, heritage will be in better condition.

Outcome for communities:

With the grant, more people and a wider range of people will have engaged with heritage.

The Application process

Grants for Places of Worship applications go through a two-round process. This is so that you can apply at an early stage of planning the project and get help in working out the scope of the work that you need to undertake before you submit your proposals in greater detail.

- At the first round, the Heritage Lottery Fund assess the application in three months, and then it goes to the next decision meeting.
- The development phase can take up to 12 months, depending on the complexity of your project.
- At the second round, the Fund will assess your application in three months and give you a decision.

It is recommended that you submit a project enquiry form before you apply.

Decision meetings

Decisions are made four times a year, by the Heritage Lottery Fund Committee (HLF) for Northern Ireland and you should contact the HLF office in Northern Ireland for information about meeting dates.

Information may be obtained from www.hlf.org.uk/inyourarea/northernireland.

• Listed Buildings Grant Aid Scheme (Northern Ireland)

Additional funding for repairs to all types of secular listed buildings and also for churches at Grade B+ and above has been provided through the Northern Ireland Executive's Economy and Jobs Initiative. As a result, the assistance that the Northern Ireland Environment Agency can now offer for approved repairs to many listed buildings has risen from 35% to 45% and the cap on expenditure on any single phase of work has risen from £150,000 to £500,000. More detailed information and application forms can be accessed on the website www.doeni.gov.uk/niea/funding.

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

The Listed Places of Worship Grant Scheme was established in 2001 to provide grants towards VAT paid on eligible repairs and maintenance to listed buildings that are used principally as places of worship.

The Scheme:

- applies primarily to the repair and maintenance of listed buildings that are used principally as places of worship. However, from 1 October 2013 applications will be accepted in respect of redundant listed places of worship;
- applies to listed places of worship throughout the UK which are included on the public registers of listed buildings for England, Scotland, Wales and Northern Ireland;
- applies to listed places of worship owned by or vested in a number of specified organisations which look after redundant churches;
- applies to listed places of worship of all religions and faith groups;
- only accepts applications made in arrears;
- only accepts claims where invoices are submitted within 12 months of the invoice date; and
- only accepts applications where the value of the works eligible for the scheme is over £1,000 (excluding VAT).

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

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

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

In summary:

- The scheme will return to a system of monthly payments

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- Some of the restrictions on eligibility criteria on certain repair and maintenance works will be lifted
- There are some additional items added to the eligibility criteria

The following restrictions on eligibility have been lifted since 1 October 2013:

- ◆ Removal of restrictions on works to pipe organs, turret clocks, bells and bell ropes.

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

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

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

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

Full information and application forms may be obtained from their website, www.lpwscheme.org.uk or you can contact:

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

- **All Churches Trust Limited**

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

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

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

- **Awards For All Programme**

Applications for funding from a minimum of £500 to a maximum of £10,000 can be made to the Big Lottery Fund's Awards for All Programme. This includes small improvements grants for premises. Only one award can be held at a time. You can

reapply for funding to meet the needs of your project, but the total amount of funding awarded to any one project in any twelve month period, cannot be more than £20,000. Full details of the programme may be obtained from the website www.biglotteryfund.org.uk.

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

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

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

The text of the Guidelines is available on the Department of the Environment, Heritage and Local Government website at www.environ.ie.

- **Church Buildings Sub-Committee**

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

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

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

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

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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.

Republic of Ireland

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the church is listed as a Protected Structure under the Planning and Development Acts.
- ❖ Where any alteration in the structure, ornaments, furnishings or monuments of a church (whether by introduction, alteration or removal) is being contemplated, a Form of Consent to Alterations (available from the Representative Church Body) should be completed and the approval of the Bishop or Ordinary obtained.

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- ❖ Obtain the approval of the Diocesan Council and the Representative Church Body to any works involved in the church building development that is not covered by the Form of Consent to Alterations.
- ❖ Obtain the consent of the relevant Planning Authority to the proposed works, if applicable.
- ❖ Refer to the Architectural Heritage Protection – Guidelines for Planning Authorities, ‘Places of Public Worship’ Chapter 5. Available on the Department of the Arts, Heritage and the Gaeltacht website at www.ahg.gov.ie.

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)

Advice Series on Built Heritage

In the Republic of Ireland, the Department of the Arts, Heritage and the Gaeltacht has 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

Website

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

LIBRARY AND ARCHIVES COMMITTEE

- **Summary**

The 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 2013 further substantial progress was made on converting the card catalogue of printed books to the online catalogue which provides universal access through the Library's website www.library.ireland.anglican.org. At the end of 2013, 38,026 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. The 'Archive of the Month' initiative continued to be successful in introducing aspects of the collections to a wider audience, and in attracting media attention.

A list of 'Archive of the Month' titles for the year is included as Appendix J (page 181).

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 1086 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 969 collections of ecclesiastical manuscripts.

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

- **Allocations**

The General Synod allocated €5,000 for the purchase of books and conservation, and this was supplemented from accumulated resources. Welcome donations were received from APCK (€1,000); Cashel, Ferns and Ossory dioceses (€800); Derry & Raphoe diocese (€500); Dublin & Glendalough dioceses (€1,000); Holy Trinity, Killiney, parish (€100); Irish Section of the Huguenot Society of Great Britain & Ireland (€100); Limerick, Killaloe & Ardfert diocese (€250); Sandra Doble (€500); Tuam, Killala & Achonry diocese (€500).

- **Staffing**

The Library staff was augmented by a graduate from the MA in Historical Archives programme in NUI Maynooth who worked in the Library, voluntarily, for two days each week following the completion of his 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 ordinands in the Church of Ireland Theological Institute. These purchases were augmented by donations from publishers, authors and from a number of individuals, notably Canon CWM Cooper, the Rev GT Doyle, the Rev Dr SEB Durand, Canon KA Kearon, the late Ms Olga Kerr, the Rev RG Kingston and the Rev GDB Smith. However, the most significant single accession of printed material was the collection of the late Canon JAB Mayne, whose liturgical books and pamphlets were donated by his family.

The principal archival accessions were records from 88 parishes, bringing to 1086 the number of parish collections which the Library manages. In addition there were transfers of diocesan records from Belfast and Cashel and musical manuscripts from St Patrick's Cathedral, Dublin, and there were 17 accessions of miscellaneous manuscript material, among which were the records of the Portrush Clergy Refresher Course and four clerical societies bringing to 39 the Library's holdings of clerical society records.

A list of accessions of archives and manuscripts to the Library during 2013 is included as Appendix K (page 182).

- **Storage**

The Committee presented a paper on the storage and space needs of the Library to the Executive Committee which, while recognizing that there was a problem, was unable to recommend the building of additional accommodation at Braemor Park at present. However sanction was given to fund commercial storage to relieve pressure in the short term.

- **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 part time 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 4,500 books were processed in 2013 and these are available online through the Library website. Work is continuing on converting the older theological and historical book stock.

Records from 88 parishes were listed.

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However, the largest cataloguing initiative was another two phases of the project to digitize, catalogue and make available online the Library's collections of architectural drawings of churches. The processing of drawings of churches in the dioceses of Connor, Cork, Ross, Waterford and Lismore was funded by the RCB while St Patrick's Cathedral, Dublin, funded the processing of the cathedral's drawings. Some 2,549 drawings of 371 churches are now available at <http://www.archdrawing.ireland.anglican.org>.

- **Conservation**

Twelve volumes of parish and cathedral records were repaired and rebound. Mr Henry Alexander generously arranged for the binding of the issues of the *Church of Ireland Gazette* and the *Church Review* for 2011.

- **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**

The Kilmore portrait collection was photographed.

- **Outreach**

The parish registers of Templeharry (Killaloe) were temporarily transferred to TCD Library for the visit of Michelle Obama.

Library staff gave presentations on aspects the Library's holdings at the International Centre for Archival Research annual conference, E-Challenges technology research conference, Back to the Past genealogical show at the RDS, National Library of Ireland Gathering Genealogy Series, Irish Family History Society and the North Down & Ards Family History Society.

Groups from the TCD MPhil class, Association of Professional Genealogists, Lisnaskea Ancestry Project, and Gorey Family History Society visited the Library.

Contributions relating to the Library's holdings were made to radio and television programmes on RTÉ, BBC and Kildare FM.

DONATIONS AND BEQUESTS TO THE CHURCH OF IRELAND

- **Trustee role of the Representative Church Body**

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

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

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

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

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

- **Tax relief on charitable donations**

Northern Ireland

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

The total value of the subscriptions collected under Gift Aid on behalf of parishes in 2013 was £5,013,588 to which the income tax recovered by the Representative Body added £1,255,930 to give a total of £6,269,518 as compared with £6,317,236 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 continued to receive 28p for every pound donated under Gift Aid.

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

Republic of Ireland

In December 2012 the Minister of Finance for the Republic of Ireland announced the following changes to the Tax Relief for Donations to Approved Bodies under Section 848A of the Taxes Consolidation Act 1997, effective from 1 January 2013:

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

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

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

- **Form of Bequest**

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

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

“I GIVE, DEVISE AND BEQUEATH *[here insert clear particulars of the benefaction ie, a particular sum of money, specific property, a share of the residue etc]*

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to the Representative Body of the Church of Ireland in trust for [*here insert clear particulars of the object for which the benefaction is to be applied eg, parochial funds of the parish of in the diocese of or, as a perpetual endowment for the stipend of the incumbent of the parish of in the diocese of or, for such charitable purposes in connection with the Church of Ireland as the Representative Body of the Church of Ireland may from time to time in its absolute discretion approve*].

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

- **Donations, Bequests and Funds Received**

A full list of funds received by the Representative Body in 2013 on behalf of parishes, dioceses and special trusts is included as Appendix L (page 188).

- **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 2013:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50%	1.95%	2.50%	1.50%
30 June	3.50%	1.45%	2.50%	1.50%
30 September	3.50%	1.25%	2.50%	1.40%
31 December	3.50%	1.00%	2.50%	1.20%

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

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• Inflation Statistics (5 year review)

Year on year (December)	UK (CP Index)*	Republic of Ireland (CP Index)
2009	2.9%	-5.0%
2010	3.7%	1.3%
2011	4.2%	2.5%
2012	2.7%	1.2%
2013	2.0%	0.2%

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

RESOLUTIONS RECOMMENDED TO THE GENERAL SYNOD

The Representative Body recommends that the following resolutions be adopted by the General Synod:

I. Allocations

That the General Synod hereby authorises the Representative Body to make the following allocations from General Funds in 2014:

	€
Group A – Maintenance of the Stipendiary Ministry	1,224,608
Group B – Pension Related Costs	197,693
Group C – Training of Ordinands	1,383,963
Group D – General Synod Activities	945,354
Group E – Miscellaneous	5,500

	3,757,118
	=====

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2013

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
FINANCIAL STATEMENTS 2013 **PAGE 2**

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

CHAIRMAN

- Mr RS Neill

MEMBERS (*ex officio*)

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

MEMBERS (elected)

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

BANKERS

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

CUSTODIANS

- Northern Trust
Canary Wharf, London E14 5NT

AUDITORS

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

OFFICERS

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

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

The financial statements of the Representative Body set out the performance and year end values of the funds managed for the Church of Ireland in general, and also those for diocesan, parochial and other specific Church trusts, as well as the cost of support provided for wider Church activities and of central administration. The overriding financial objectives are the optimisation of return for present and future generations, and the control of costs and outgoings within sustainable levels.

In the management of the Church's General Funds this involves managing expenditures within the discipline of a long term target of achievable return. Thus the long term withdrawal target is set at 3.5% of General Funds value, while the long term sustainable level of total real return is deemed to be 4.0%. The 0.5% differential is intended to grow the capital base. Progress has been achieved in the period following the impact of the financial shocks of 2008. From that low General Funds employed have grown from €125m to €61m at the end of 2013, while in the same period €20m has been provided from General Funds to support the Clergy Pensions Fund.

Before the special contribution of €5m to the Clergy Pensions Fund in 2013, withdrawals from the General Fund account, at €6.6m, remained for the year at a level €0.40m above what is sustainable in the longer term. Forward projections show that more work needs to be done to ensure convergence with the long term withdrawal target.

The RCB's management of other Church funds and Northern Ireland Gift Aid reclaims enabled a net amount of €9.8m to be paid to dioceses and parishes in the year in support of their local activities.

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
11 March 2014



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 2013 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and the related notes. The financial reporting framework that has been applied in their preparation is the basis of preparation and accounting policies in note 1(i) to the financial statements.

Respective responsibilities of trustee and auditors

As explained more fully in the Statement of Trustee's Responsibilities set out on page 4, the Trustee is responsible for the preparation of the financial statements in accordance with the basis of preparation and accounting policies in note 1 to the financial statements. Our responsibility is to audit and express an opinion on the financial statements in accordance with International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

This report, including the opinion, has been prepared for and only for the Trustee as a body for governance purposes in accordance with our engagement letter dated 4 November 2013 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, including without limitation under any contractual obligations of the Representative Body of the Church of Ireland, save where expressly agreed by our prior consent in writing.

Scope of the audit of the financial statements

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

Opinion on financial statements

In our opinion the financial statements have been properly prepared in accordance with the basis of preparation note and the accounting policies on pages 7 to 10 and present the state of the Representative Body's affairs as at 31 December 2013 and its incoming resources and application of resources and cash flows for the year then ended in accordance therewith.



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

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.

Emphasis of matter – Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to the fact that the accounting policies used and disclosures made are not intended to, and do not, comply with all the requirements of Generally Accepted Accounting Practice in Ireland.

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

PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin

13 March 2014

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

(i) **Basis of preparation**

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

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

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

• **RCB activities**

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

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

• **General Funds**

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

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

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

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

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

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

Initial measurement

Purchases and sales of financial assets (including investments, options and index covered calls) are accounted for at trade date for financial statement purposes. Realised gains and losses on disposals of financial assets 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 assets are recognised directly and included in the cost of the investment. Transaction costs associated with the disposal of a financial asset are offset against the sales proceeds received.

Subsequent measurement

After initial measurement the Representative Body measures financial assets at fair value, including financial instruments (put & call options and index covered calls). 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 assets is based on their official closing prices on a recognised exchange. Both realised and unrealised gains and losses on arm’s length transactions are recognised in the Statement of Financial Activities on page 11.

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

- (iii) **Securities lending** – The RCB participates in a securities lending programme operated by the RCB’s custodian, Northern Trust. The securities are loaned to external counterparties for a set period of time and in return the RCB recognises as income the fee received for the loaned securities. Under the terms of the securities lending agreement the RCB retains all the risks and rewards of ownership of the loaned securities.

- (iv) **Financial instruments** – Financial instruments are used as part of the RCB’s portfolio risk management strategy and as part of the portfolio investment return strategy. The use of financial instruments includes stock options and index covered calls.

The stock options and index covered calls are stated at market value at year end.

The market value of contract positions is recognised as a current liability in the Balance Sheet and gains and losses on the contract are recognised in the Statement of Financial Activities.

- (v) **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 and fees received from the stock lending programme.
- (vi) **Foreign exchange translation** – The Functional and Presentation currency of the Representative Body is Euro. This is considered to be the currency of the primary economic environment.

Assets and liabilities in currencies other than the functional currency of the Representative Body are translated into euro at the exchange rates ruling at the balance sheet date. Transactions in currencies other than the functional currency of the Representative Body are translated into euro at the rates ruling at the transaction date. Gains and losses on foreign exchange transactions are recognised in the Statement of Financial Activities on page 11. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.8302 (2012 €1 = £0.8161).

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

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

- (viii) **Loans** – Loans in the General Funds Balance Sheet are stated at book cost at the balance sheet date.
- (ix) **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 assets. Note 14 to the financial statements sets out the exposure and the detail of treatment adopted.

- (x) **Tangible fixed assets and depreciation** – Land is stated at cost. Other fixed assets are stated at cost less accumulated depreciation and are depreciated over the period of their expected useful economic lives. Depreciation is calculated using the following annual rates: Premises: 2% to 10%; Furniture and fittings: 8% to 10%; Office equipment: General 20%, System software 10%, Other software 20%.

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

- (xi) **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 2014, and also an Allocations Equalisation Reserve which is utilised to smooth the impact of expected Allocations expenditure on income arising in the year.

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

- (xiii) **Cost of operations**

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

The cost of charitable activities comprises the payroll and associated allocated overheads charged to trust and property management, communications, education and the RCB Library.

The cost of governance activities relates to the payroll and associated allocated overhead costs incurred in supporting General Synod, central committee expenses and episcopal electoral expenses.

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**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2013**

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	2013			2012		
Notes	RCB activities €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000	RCB activities €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000
Incoming resources						
Income from investments	-	5,544	7,929	-	5,701	7,765
Income from property and loans	-	138	-	-	142	-
Deposit Interest	-	191	970	-	263	1,330
Tax refund Gift Aid	-	-	1,513	-	-	1,584
Sundries	-	133	-	-	166	-
Subvention from other Church funds	-	112	-	-	230	-
		<u>6,118</u>	<u>10,412</u>		<u>6,502</u>	<u>10,679</u>
Resources expended						
Costs of operations						
Cost of generating funds	5	1,551	-	1,717	-	-
Cost of charitable activities	5	848	-	800	-	-
Cost of governance activities	5	433	-	400	-	-
Other resources expended	6	411	-	320	-	-
RCB costs recovered	5,6	(3,243)	571	(3,237)	2,685	552
		<u>-</u>	<u>571</u>	<u>-</u>	<u>2,685</u>	<u>552</u>

Net incoming resources before allocations and distributions	-	3,446	9,841	-	3,817	10,127
Allocations and distributions						
- Allocation to Church activities expended in year	7	3,911	-	-	4,485	-
- Special pension contributions and charges	13	5,000	-	-	5,000	-
- Distributions		-	9,841	-	-	10,127
		8,911	9,841	-	9,485	10,127
		(5,465)	-	-	(5,668)	-
(Decrease) in resources before gains and losses						
Recognised gains and (losses)						
Gains unrealised on revaluation	4,8	2,247	11,047	-	12,617	27,844
Gains realised on invested assets	4,8	12,900	78	-	5,859	77
Currency movements	4,8	(1,197)	(914)	-	1,372	1,159
Other recognised gains/(losses)	4	56	-	(2,072)	65	-
Transfers between funds	13	222	-	2,072	(2,072)	-
		8,763	10,211	-	12,173	29,080
Net gain in funds		152,678	234,977	-	140,505	208,354
Total funds brought forward		-	4,278	-	-	(2,457)
Capital receipts/(withdrawals)	8(c)	-	249,466	-	152,678	234,977
Total funds carried forward		161,441				

Signed: RS Neill

HJ Saville

Date: 11 March 2014

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
BALANCE SHEET
YEAR END 31 DECEMBER 2013**

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	2013			2012			
	Notes	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000
TANGIBLE FIXED ASSETS							
INVESTMENTS							
Loans		-	1,527	-	1,491	-	-
Invested fund assets	2(a),3	-	158,022	213,942	-	145,897	201,476
		4,451	159,549	213,942	4,596	147,388	201,476
CURRENT ASSETS							
Debtors		327	1,789	-	344	1,164	-
Cash on short term deposit	11	-	3,897	35,524	-	4,191	33,492
Bank balances	11	969	-	-	883	-	9
		1,296	5,686	35,524	1,227	5,355	33,501
CURRENT LIABILITIES							
Creditors		1,049	211	-	760	40	-
Financial Instrument	2(b)	-	3,765	-	-	-	-
		1,049	3,976	-	760	40	-
NET CURRENT ASSETS		247	1,710	35,524	467	5,315	33,501

LONG TERM (LIABILITY)							
Staff pension scheme (deficit)	12	(4,516)	-	-	-	(5,088)	-
BALANCE WITH GENERAL FUNDS		(182)	182	-	-	25	(25)
TOTAL NET ASSETS		-	161,441	249,466	249,466	-	152,678
FUNDS EMPLOYED	4,8(c)	-	161,441	249,466	249,466	-	152,678
							234,977
							234,977

Signed: RS Neill
HJ Saville
Date: 11 March 2014

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
CASH FLOW STATEMENT
YEAR END 31 DECEMBER 2013**

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	2013			2012			
	Notes	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000
NET INCOMING RESOURCES BEFORE ALLOCATIONS AND DISTRIBUTIONS	9	184	6,674	9,841	516	3,863	10,128
ALLOCATIONS AND DISTRIBUTIONS							
Allocations expended and distributions		-	(3,911)	(9,841)	-	(4,485)	(10,128)
Unit Trust Cash introduced		-	-	3,848	-	-	-
Special pension contributions and other charges		-	(5,350)	(91)	-	(5,305)	45
		<u>184</u>	<u>(2,587)</u>	<u>3,757</u>	<u>516</u>	<u>(5,927)</u>	<u>45</u>
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS							
Purchase of investments		-	(107,898)	(3,388)	-	(94,109)	(1,459)
Sale of investments including currency movements		-	97,847	1,094	-	107,789	2,119
Gains and losses including currency movements		-	12,383	(652)	-	6,046	962
Advances of glebe, miscellaneous and car loans		-	(324)	-	-	(364)	-

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

1 TANGIBLE FIXED ASSETS

	Premises	Furniture and fittings	Office equipment	Total
	€000	€000	€000	€000
<u>Cost</u>				
At beginning of year	5,099	500	1,572	7,171
Additions	-	3	100	103
Disposals	-	-	-	-
Currency adjustment	(3)	-	(2)	(5)
At end of year	<u>5,096</u>	<u>503</u>	<u>1,670</u>	<u>7,269</u>
<u>Depreciation</u>				
At beginning of year	937	394	1,244	2,575
Charge for year	113	20	112	245
Disposals	-	-	-	-
Currency adjustment	(1)	-	(1)	(2)
At end of year	<u>1,049</u>	<u>414</u>	<u>1,355</u>	<u>2,818</u>
<u>Net book value</u>				
At beginning of year	<u>4,162</u>	<u>106</u>	<u>328</u>	<u>4,596</u>
At end of year	<u>4,047</u>	<u>89</u>	<u>315</u>	<u>4,451</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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2 (a) GENERAL FUNDS – ANALYSIS OF FUND ASSETS

	2013 €000	2012 €000
<u>Investments at valuation</u>		
Ireland		
Government bonds	10,050	7,670
Corporate bonds	11,228	15,027
Equities	790	2,086
Unit trusts	11,839	146
United Kingdom		
Bonds	15,036	18,145
Equities	25,469	26,227
Europe		
Bonds	4,867	2,088
Equities	44,403	40,533
North America		
Bonds	6,231	-
Equities	5,748	10,012
Rest of the world		
Equities	4,431	6,112
	<u>140,091</u>	<u>128,046</u>
<u>Other assets</u>		
Cash	17,931	17,851
Total Invested Assets 2(a)	<u><u>158,022</u></u>	<u><u>145,897</u></u>
2 (b) FINANCIAL INSTRUMENTS		
Financial Instrument	<u>(3,765)</u>	<u>-</u>

During the year the RCB entered into stock options and index covered calls. The market value of open options and indexed covered calls at the balance sheet date was €3.765m (2012: Nil). This value is included in current liabilities under financial instruments in the balance sheet.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 16

2 (b) FINANCIAL INSTRUMENTS (CONTINUED)

General Funds received premiums for stock options and index covered calls during the year totalling €3.33m (2012: €3,000). Premiums at the year end on open options of €3.32m together with an unrealised valuation loss of €0.45m, being the market value of open options at the year end, are included in the balance sheet as a financial liability. Premiums on closed options of €1,000 together with an unrealised valuation loss of €0.45m are included in the SoFA. Sold call options are covered by quoted equity positions and cash collateral. Sold put options and indexed covered calls are covered by cash collateral.

2 (c) SECURITIES LENDING

The invested assets of General Funds include securities on loan at year end with a market value of €4.39m (2012: Nil). The loaned securities continue to be carried as investment assets in General Fund investments in the balance sheet. The lending agreement requires collateral to be provided by the borrowers of the securities. General Funds hold non cash collateral of €4.62m (2012: Nil) in respect of these securities. This collateral is not recorded as an asset with a matching liability in the balance sheet. The income received due to securities lending activities is included in income from investments in the SoFA and totals €15,000 for the year (2012: Nil).

3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	2013 €000	2012 €000
RB General Unit Trusts	213,268	200,711
Cash	674	765
	<u>213,942</u>	<u>201,476</u>

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

PAGE 17

4 FUNDS EMPLOYED

	Balance at 1.1.13 €000	Net before gains and losses €000	Currency translation movements €000	Pension & reserve movements €000	Recognised gains/ (losses) €000	Profit on investment sales €000	Revaluation movements €000	Balance at 31.12.13 €000
Capital invested	147,913	-	(1,164)	(5,350)	-	12,524	2,543	156,466
Unrealised surplus on revaluation of property	367	-	-	-	-	-	-	367
Invested assets	148,280	-	(1,164)	(5,350)	-	12,524	2,543	156,833
Less - Staff pension deficit	(5,088)	-	-	350	222	-	-	(4,516)
Net capital invested	143,192	-	(1,164)	(5,000)	222	12,524	2,543	152,317
Designated reserves								
Allocations reserve for following year (Note 7)	4,339	-	-	(469)	-	-	-	3,870
Allocations equalisation reserve	4,333	(5,465)	(33)	5,468	-	376	(296)	4,383
Staff pensions reserve	95	-	-	1	-	-	-	96
Sundry designated reserves	719	-	-	-	56	-	-	775
	152,678	(5,465)	(1,197)	-	278	12,900	2,247	161,441

General Funds capital movements 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

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5 COSTS OF OPERATIONS	2013 €000	2012 €000
Cost of generating funds		
Payroll and related costs	1,366	1,306
Less - payroll costs recharged	(323)	(214)
	<u>1,043</u>	<u>1,092</u>
External managers	212	332
Office supplies, repairs and taxes	168	171
Depreciation	128	122
	<u>1,551</u>	<u>1,717</u>
Cost of charitable activities		
Payroll and related costs	664	627
Less - payroll costs recharged	(222)	(224)
	<u>442</u>	<u>403</u>
Office supplies, repairs and taxes	105	107
Depreciation	80	77
RCB Library	221	213
	<u>848</u>	<u>800</u>
Cost of governance activities		
Payroll and related costs	344	312
Less - payroll costs recharged	(185)	(187)
	<u>159</u>	<u>125</u>
Office supplies, repairs and taxes	48	49
Depreciation	36	35
Audit fees	75	74
Central committee expenses	108	117
Episcopal electors expenses	7	-
	<u>433</u>	<u>400</u>
Total cost of operations	<u>2,832</u>	<u>2,917</u>

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

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

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 19

6 OTHER RESOURCES EXPENDED

	2013	2012
	€000	€000
Professional costs	290	196
Pensions for retired staff	121	124
	<u>411</u>	<u>320</u>

7 ALLOCATIONS

	2014	2013	2012
	€000	€000	€000
(a) Reserve for following year			
Maintenance of the stipendiary ministry	1,225	1,484	1,449
Retired clergy and surviving spouses	248	494	783
Training of ordinands	1,447	1,398	1,431
General Synod activities	945	934	962
Miscellaneous financing	5	5	5
Reserve for following year (see Note 4)	<u>3,870</u>	<u>4,315</u>	<u>4,630</u>

	2013	2012
	€000	€000
(b) Expended in year		
Reserve released	4,315	4,630
Less - allocations unexpended	404	145
	<u>3,911</u>	<u>4,485</u>

The 2014 reserve for Allocations included in designated reserves in Note 4, is the gross amount committed by General Funds to be expended on wider Church activities in 2014. The value of subventions in 2013 was €12,045 (2012 - €230,000) and is shown in incoming resources.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

8 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	Balance at 1.1.13 €000	Currency translation movements €000	Capital changes/ movements €000	Profit/ (loss) on sales €000	Revaluation movements €000	Balance at 31.12.13 €000
(a) INVESTED CAPITAL						
Parish trusts and glebe sales	129,103	(545)	1,197	89	6,445	136,289
Diocesan stipend and general funds	24,360	(140)	1,331	(8)	1,333	26,876
Diocesan miscellaneous trusts	9,892	(39)	16	(3)	553	10,419
Diocesan episcopal funds	4,271	(16)	-	-	238	4,493
Less: diocesan car loans	(450)	3	(10)	-	-	(457)
	<u>167,176</u>	<u>(737)</u>	<u>2,534</u>	<u>78</u>	<u>8,569</u>	<u>177,620</u>
Sundry trusts	45,068	(130)	(507)	-	1,834	46,265
General Synod funds	9,085	(29)	51	-	488	9,595
Trusts for retired clergy and spouses	3,776	(18)	(185)	-	156	3,729
	<u>225,105</u>	<u>(914)</u>	<u>1,893</u>	<u>78</u>	<u>11,047</u>	<u>237,209</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 21

8 PARISH, DIOCESAN AND OTHER TRUST FUNDS (CONTINUED)

(b) PARISH, DIOCESAN AND OTHER FUNDS RESERVES

	2013 €000	2012 €000
Designated		
Diocesan stipend & general funds	4,928	6,599
Parish endowments	103	169
Miscellaneous diocesan trusts	353	318
General Synod trusts	24	57
Other trust funds	5,356	1,407
Clergy pensions & related funds	265	251
Trust creditors	347	354
	<u>11,376</u>	<u>9,155</u>
Undesignated		
Auxiliary and Sundry Projects Funds	<u>881</u>	<u>717</u>
Summary - reserves		
Designated	11,376	9,155
Undesignated	881	717
	<u>12,257</u>	<u>9,872</u>

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

	2013 €000	2012 €000
Capital funds invested	237,209	225,105
Designated and undesignated reserves	<u>12,257</u>	<u>9,872</u>
	<u>249,466</u>	<u>234,977</u>
Net receipts/(withdrawals)		
Capital receipts/(withdrawals) (8a)	1,893	(3,073)
Movement in reserves (8b)	2,385	616
	<u>4,278</u>	<u>(2,457)</u>

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

9 CASH FLOW RECONCILIATION

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

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

	2013			2012			
	Notes	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000
Net incoming resources before allocations and distributions		-	3,446	9,841	-	3,817	10,128
Other recognised losses		(365)	365	-	325	(325)	-
Change in other debtors		17	(625)	-	(16)	338	-
Change in creditors		289	171	-	(29)	33	-
Change in financial instruments		-	3,317	-	-	-	-
Net amortisation of fixed assets	1	243	-	-	236	-	-
Net cash inflow		184	6,674	9,841	516	3,863	10,128
10 ANALYSIS OF CHANGES IN CASH DURING THE YEAR							
Net cash inflow/(outflow)		86	(62)	2,132	351	13,661	(1,800)
Effect of foreign exchange rate changes		-	(230)	(200)	-	116	271
Increase/(decrease) in cash		86	(292)	1,932	351	13,777	(1,529)

Balance at 1 January	883	22,042	34,266	532	8,265	35,795
Balance at 31 December	11	21,750	36,198	883	22,042	34,266
11 ANALYSIS OF CASH BALANCES						
Cash on short term deposit	-	3,897	35,524	-	4,191	33,492
Due from bankers	969	-	-	883	-	9
Cash held by investment managers	-	17,853	674	-	17,851	765
	10	21,750	36,198	883	22,042	34,266

Cash held for Unit Trusts has been included in the 2013 year end balances.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

12 RETIREMENT BENEFITS

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

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

The figures for the year ending 31 December 2013 under FRS17 (and comparatives for 31 December 2012) show that the fair value of the assets of the scheme to be €0.68m (€0.73m), and that this represents 68% of the value of benefits that had accrued to members as at that date. The fair value of assets has improved by €0.95m (11%) during the year and the actual return on the plan assets was €0.77m during the year. The present value of scheme liabilities as calculated by the actuary under FRS17 has increased from €13.82m to €14.20m in 2013. 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 set by FRS 17, is based on the market yield at the valuation date of high quality corporate bonds, and was set at 3.8% (3.9%).

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

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

The amounts recognised in the balance sheet are as follows:

	2013 €000	2012 €000
Present value of funded obligations	(14,197)	(13,815)
Fair value of plan assets	9,681	8,727
Pension liability in the balance sheet	<u>(4,516)</u>	<u>(5,088)</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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12 RETIREMENT BENEFITS - CONTINUED

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

	2013	2012
	€000	€000
Interest cost	540	549
Expected return on plan assets	(451)	(475)
Net finance expense	89	74
Current service cost - included in costs of operations	217	174
	<u>306</u>	<u>248</u>
Actuarial gains/(losses)	2013	2012
	€000	€000
Actual less expected return on scheme assets	315	439
Experience gains/(losses) on liabilities	257	(20)
Change in assumptions underlying the present value of the scheme liabilities	(257)	(2,451)
	<u>315</u>	<u>(2,032)</u>

The cumulative actuarial loss recognised up to and including the financial year ended 31 December 2013 is €5.94m.

	2013			2012
	Pension Assets	Pension Liabilities	Pension Deficit	Pension Deficit
	€000	€000	€000	€000
(d) Movement in Scheme Assets and Liabilities				
At 31 December 2012	8,727	(13,815)	(5,088)	(3,366)
Current service cost	-	(217)	(217)	(174)
Interest on scheme liabilities	-	(540)	(540)	(549)
Expected return on scheme assets	451	-	451	475
Actual less expected return on scheme assets	315	-	315	439
Experience gains on liabilities	-	257	257	(20)
Changes in assumptions	-	(257)	(257)	(2,451)
Benefits paid	(398)	398	-	-
Premiums paid	(33)	33	-	-
Contributions by plan participants	56	(56)	-	-
Employer contributions paid	563	-	563	558
At 31 December 2013	<u>9,681</u>	<u>(14,197)</u>	<u>(4,516)</u>	<u>(5,088)</u>
Note - actual return on plan assets			(766)	(914)

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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12 RETIREMENT BENEFITS - CONTINUED

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

At 31 December 2013 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:

	2013	2012	2011
(as a percentage of total scheme assets)	%	%	%
Equities	53	75	73
Bonds	18	17	17
Property	4	4	4
Cash/Other	25	4	6

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

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

For equities and property, the long term rate of return is expected to exceed that of bonds by a margin, the "risk premium". In assessing the equity risk premium, past returns have been analysed giving a risk premium of 4.0% above the long term gilt yields, giving an assumed return of 6.9%. This is reduced to 6.15% after deduction of the pensions levy.

For property assets, the assumed rate of return is 4.4% (3.65% 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 2013 is 4.61% (2012: 5.12% after deduction of the pension levy).

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

	2013	2012
	%	%
Discount rate	3.80	3.90
Future salary increases	2.50	2.50
Future pension increases	2.00	2.00
Inflation rate	2.00	2.00

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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12 (g) RETIREMENT BENEFITS - CONTINUED

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

	2013	2012
Male	23.3	23.2
Female	24.8	24.5

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

	2013	2012	2011	2010	2009
Present value of the defined benefit obligation (€000)	(14,197)	(13,815)	(10,975)	(10,869)	(9,113)
Fair value of plan assets (€000)	9,681	8,727	7,609	7,674	6,861
Pension (deficit)/surplus (€000)	(4,516)	(5,088)	(3,366)	(3,195)	(2,252)
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	2.0%	0.0%	6.71%	0.84%	2.8%
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	3.0%	5.0%	(11.55%)	5.3%	12.8%

13 SPECIAL PENSION CONTRIBUTIONS AND CHARGES

A special contribution of €5m was made in 2013 to support the solvency of the Church of Ireland Clergy Pensions Fund.

The movement in the Staff Pension Scheme amounting to €0.22m consists of €0.57m, being the reduction in the actuarially calculated deficit under FRS17 after charging a capital injection into the fund of €0.35m.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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14 FINANCIAL RISK

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

(a) Market Price Risk

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

(b) Foreign currency risk

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

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

	2013	2012
	Total	Total
	€000	€000
Currency		
Sterling	43,218	51,412
US Dollars	16,292	10,153
Swiss Francs	7,577	5,284
Swedish Krone	2,521	3,570
Norwegian Krone	2,399	2,240
Danish Krone	1,980	-
Hong Kong Dollars	1,810	1,348
Brasilian Real	754	-
Turkish Lira	-	891
Total of other currencies	2,355	5,342
	<hr/> 78,906	<hr/> 80,240

The rates of exchange used at 31 December 2013 for significant currency exposures.

Sterling	0.8302
US Dollars	1.3743
Swiss Francs	1.2274
Swedish Krone	8.8482
Norwegian Krone	8.3436
Danish Krone	7.4600

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 28

14 FINANCIAL RISK (CONTINUED)

(c) Interest Rate Risk

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

The interest profile of the RCB's interest bearing financial assets at 31 December 2013 was:

	2013		2012	
	Total interest bearing €000	Interest bearing at fixed rate €000	Total interest bearing €000	Interest bearing at fixed rate €000
Sterling	15,036	15,036	14,303	14,303
Euro	32,376	32,376	28,625	20,697
Total	47,412	47,412	42,928	35,000

Fixed interest rate financial assets

	2013		2012	
	Weighted average interest rate %	Weighted average period for which rate is fixed (years)	Weighted average interest rate %	Weighted average period for which rate is fixed (years)
Sterling	4.49	13.38	8.89	14.58
Euro	4.65	9.47	5.25	5.24

(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 29

14 FINANCIAL RISK (CONTINUED)

(e) Credit Risk

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

APPENDIX A

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

INCOME AND EXPENDITURE ACCOUNT

For the year ended 30 June 2013

	2013	2012
	€	€
Income		
Grants from General Synod	748,184	716,642
Divinity student fees	133,400	138,603
Receipts from guests and conference	76,521	57,626
Non-stipendiary ministry training	3,700	2,165
Clergy study courses	2,403	3,300
Interest	3	5
Foundation course	49,070	28,800
CME/lay training	82,955	63,175
Children’s ministry	8,299	6,349
	<u>1,104,535</u>	<u>1,016,665</u>
Expenditure		
Academic expenses	480,021	414,777
Administration expenses	107,409	111,368
Operating expenses	305,700	278,706
Establishment expenses	218,779	219,946
	<u>1,111,909</u>	<u>1,024,797</u>
(Deficit) for the year	(7,374)	(8,132)
Balance at beginning of the year	(8,132)	5,002
Funding adjustment in respect of previous year deficit/(surplus)	8,132	(5,002)
Balance at the end of the year	<u>(7,374)</u>	<u>(8,132)</u>

Income and the deficit arose solely from continuing operations. There were no other recognised gains or losses other than those dealt with above. The deficit for the financial year ended 30 June 2013 will be funded by the Representative Church Body in the financial year ended 30 June 2014.

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

**BALANCE SHEET
As at 30 June 2013**

	2013	2012
	€	€
EMPLOYMENT OF CAPITAL		
Fixed assets	-	6,432
	<hr/>	<hr/>
Current assets		
Sundry debtors	49,264	86,837
Bank deposit accounts	6,018	9,370
Bank current accounts	18,142	34,979
Cash on hand	1	57
	<hr/>	<hr/>
	73,425	131,243
Creditors – amounts falling due within one year	(74,659)	(137,450)
	<hr/>	<hr/>
Net current liabilities	(1,234)	(6,207)
Total assets less current liabilities	(1,234)	225
Creditors – amounts falling due after more than one year	(5,944)	(7,569)
	<hr/>	<hr/>
Net (liabilities)	(7,178)	(7,344)
	<hr/>	<hr/>
Capital and trust funds		
Accumulated (deficit)	(7,374)	(8,132)
Ferrar Memorial Fund for Liturgical Library	25	65
Gregg Memorial Fund for College Library	171	723
	<hr/>	<hr/>
	(7,178)	(7,344)
	<hr/>	<hr/>

APPENDIX B

FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

	2013 %	3 year annualised 2011-2013 %	5 year annualised 2009-2013 %
General Funds			
General Funds (Combined)	14.2	10.8	13.0
Parochial, Diocesan Funds etc			
RB General Unit Trust (RI)	9.9	10.6	11.2
RB General Unit Trust (NI)	10.7	9.2	11.5
<i>Market Averages</i>			
<i>FTSE Eurotop 100 (€)</i>	<i>18.9</i>	<i>8.8</i>	<i>12.6</i>
<i>S&P 500 (€)</i>	<i>26.7</i>	<i>15.0</i>	<i>18.2</i>
<i>Dow Jones EuroStoxx 50</i>	<i>22.5</i>	<i>8.3</i>	<i>9.5</i>
<i>FTSE 100 (£)</i>	<i>18.8</i>	<i>8.7</i>	<i>13.0</i>
<i>Merrill Lynch European Broad Market Bond Index</i>	<i>2.3</i>	<i>5.5</i>	<i>5.1</i>
<i>Merrill Lynch Sterling Broad Market Bond Index</i>	<i>-2.6</i>	<i>5.4</i>	<i>5.6</i>
<i>Merrill Lynch Irish Govt Bond Index</i>	<i>11.9</i>	<i>17.8</i>	<i>7.5</i>

APPENDIX C

SOCIALLY RESPONSIBLE INVESTMENT

ANNUAL REVIEW AND REPORT OF THE INVESTMENT COMMITTEE TO THE REPRESENTATIVE CHURCH BODY

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

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

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

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

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

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

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

The Representative Church Body – Report 2014

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.

December 2013
(unchanged from previous year)

APPENDIX D

GENERAL UNIT TRUSTS

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

YEAR ENDED 30 JUNE 2013

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RB General Unit Trust (Republic of Ireland)	97
RB General Unit Trust (Northern Ireland)	104

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER'S REPORT
YEAR ENDED 30 JUNE 2013

FUND OBJECTIVE

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

MARKET REVIEW

• **Economic Backdrop**

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

• **Equity Markets**

Despite the poor economic backdrop described above, equity markets globally enjoyed very strong returns. The main two factors behind this performance were i) the base level of mid 2012 was relatively depressed due to the record high Euro periphery bond yields and associated dislocation in markets, and ii) the combined actions of global central banks flooding the markets with liquidity, with consequent asset price inflation. Underlying fundamentals (i.e. company earnings) were broadly in line with expectations with a decelerating trend emerging. European market performance was broadly in line with the US as the better domestic conditions in the latter were off-set by a recovery from oversold levels in the former. Emerging markets, notably China, lagged the US and Europe as doubts arose over the sustainability of the construction led nature of growth. In sectors Financials were strong as beneficiaries of monetary policy support while Basic Materials were hit by the unwinding of China's excesses.

• **Bond Markets**

The actions of Central banks (setting short rates at close to zero and purchasing longer bonds in the market) had the obvious and desired effect of setting yet new record low 10 year bond yields (US 1.4%, Germany 1.2% and UK 1.4%). However,

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER’S REPORT

YEAR ENDED 30 JUNE 2013

the greater performance came from Euro periphery and corporate bonds as they recovered from distressed levels and then rallied further on the wave of liquidity and improving risk appetite. Notably, Irish government bonds, where yields peaked in the summer of 2011, continued to fall reaching 3.4% in May 2013 as reward for meeting its deficit targets and relative political stability. In June 2013 the US Federal Reserve articulated conditions under which it may slow down its bond purchase programme; the global bond bull market is now 32 years old.

PERFORMANCE

During the period under review the capital value of the Fund rose by 11.5% while the total return (capital and income) was 16.1%. This compares with the fund benchmark of 14.6%.

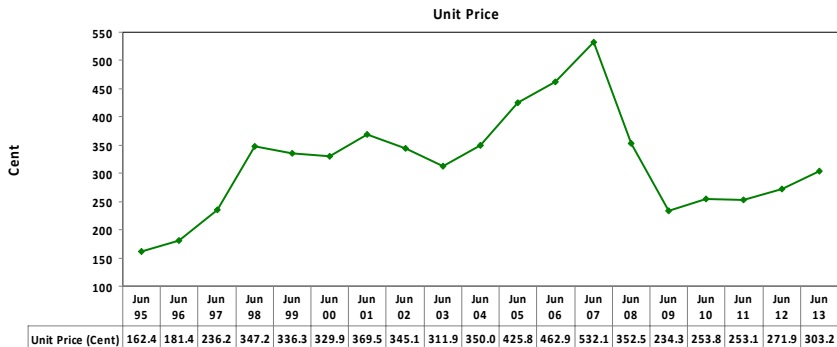
Annualised Total Returns (%):

	1 Year	3 Years	5 Years
RB General Unit Trust (RI)	16.1	10.8	1.7
Benchmark*	14.6	8.5	4.6
RB General Unit Trust (RI) Capital	11.5	6.1	-3.0
ROI Inflation (CPI)	0.7	1.7	-0.3

* Benchmark 70% FTSE Eurotop 100; 15% ML Eur All Bonds; 15% ML Irish Govt Bonds

Note: for simplification purposes the current BM has been utilised across the 5 year period; the 5 year relative performance is negatively impacted by the fact that the portfolio historically contained a large weighting towards Irish Equities.

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



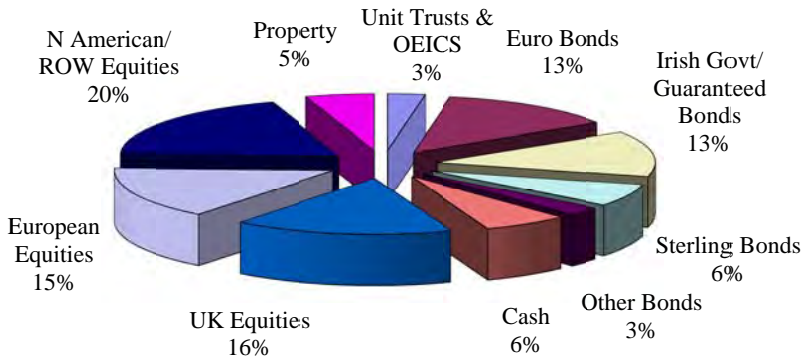
THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER’S REPORT

YEAR ENDED 30 JUNE 2013

TRUST ASSET DISTRIBUTION

The investment profile in terms of distribution of the assets (by value) at 30 June 2013 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account was €159.004m. Of this figure, the value of euro denominated securities (including some international securities) plus cash held by the Trust was €116.993m (74% of the total Fund value).

The value of the UK holdings (denominated in sterling) including sterling cash was £35.928m (26% of the Fund). The closing EUR/GBP exchange rate was 0.8552 (2012: 0.8068).

The ten largest equity holdings at 30 June 2013 were:

	% of Fund		% of Fund
1. Fairfax Financial	2.1%	6. Johnson & Johnson	1.6%
2. Healthcare REIT	1.9%	7. Dragon Oil	1.6%
3. Kinder Morgan	1.8%	8. Intel	1.6%
4. Tesco	1.8%	9. E.On	1.5%
5. Royal Dutch Shell	1.7%	10. Fortum	1.5%

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER’S REPORT

YEAR ENDED 30 JUNE 2013

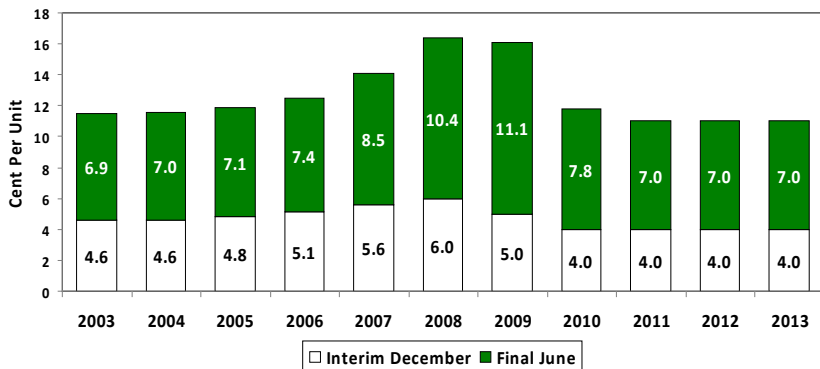
INCOME DISTRIBUTION TO UNIT HOLDERS

The Trust has a dividend reserve policy that targets a level of 2% of Fund value. The Dividend Equalisation Reserve (DER) will not be allowed to exceed 4% of Fund value and at least 80% of net income in any individual year will be distributed to unit holders. A healthy Reserve aids the management of a stable and sustainable distribution going forward.

Moderate growth continued in dividends as corporate earnings remained resilient during the year and the Trust agreed to maintain its interim distribution at 4.0 cent and its final distribution at 7.0 cent. In addition, a sum of €0.741m was transferred to the Dividend Equalisation Reserve as at 30 June 2013 in line with the DER policy. The balance in the Reserve at the financial year end was €3.175m (2012: €2.434m).

Based on the value of a unit at 30 June 2013 of €3.03, and a full year distribution of 11.0 cent, the distribution yield was 3.63%. (The comparative figures for 30 June 2012 showed a yield of 4.04% based on a unit value then of €2.72 and a full year distribution of 11.0 cent).

Income Distributions (2003 - 2013) – Financial Year-End 30 June



FUND FLOWS

There were net inputs of €2,686 into the Fund for the twelve months to 30 June 2013, reflecting new cash of €12,301 less redemptions of €89,615.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2013

OUTLOOK

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

For equity markets we are now over four years into a bull market. The argument for a further extension of this run is based on relative value (to cash and bonds) and better economic prospects as the Euro crisis settles down and credit growth resumes in the US (led by housing). Even though short term valuation of equities appears reasonable (Price Earnings (P/E) ratios and dividend yields) we prefer to focus on long term valuation measures such as cyclically adjusted PE's. These are now quite demanding, supported by record high profit margins that we believe are vulnerable to mean reversion. However, we have no foresight as to when this will happen and it may well be that equity prices are buoyed by artificially low bond yields for some considerable time. As our primary objective is to preserve capital in real terms, we hold a 54% exposure to equities at 30 June (down from 62% in 2012), within a permitted range of 50% to 90% that may be reduced further should markets advance aggressively.

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

The relative valuation and high yield of commercial property has led us to upgrade our desired exposure with an intention to rise to 7/8% within an overall limit of 10%.

Due to the long term risks of inflation eventually taking hold, as witnessed in previous episodes of monetary expansion, the fund will continue to hold the majority of its capital in real assets. The fund continues to observe a Socially Responsible Investment policy.

Roy Asher
Head of Investments
22 July 2013

Representative Church Body – Report 2014

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2013

	30-Jun-13 €000	30-Jun-12 €000
Income	6,862	6,798
Expenses	(23)	(27)
Net income	<u>6,839</u>	<u>6,771</u>
Distributions	<u>(6,098)</u>	<u>(6,109)</u>
Transfer to dividend equalisation reserve	741	662
Net gains / (losses) on investment activities		
- Net realised gains/(losses)	11,845	(1,841)
- Net change in unrealised gains on investments	6,889	5,146
- Net change in currency exchange (losses)/gains	<u>(2,366)</u>	<u>6,617</u>
Net increase in net assets from investment activities	17,109	10,584
Funds brought forward	145,050	135,054
Proceeds from units issued	412	904
Cost of units redeemed	<u>(390)</u>	<u>(1,492)</u>
Funds carried forward	<u><u>162,181</u></u>	<u><u>145,050</u></u>

Signed on behalf of the Trustee: *RS Neill*

HJ Saville

Date: 16 October 2013

Representative Church Body – Report 2014

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

BALANCE SHEET AS AT 30 JUNE 2013

	30-Jun-13 €000	30-Jun-12 €000
Investments	<u>159,155</u>	<u>142,614</u>
Current assets		
Debtors	<u>3,250</u>	<u>2,580</u>
	<u>3,250</u>	<u>2,580</u>
Current liabilities		
Financial instruments	151	-
Creditors (amounts falling due within one year)	<u>73</u>	<u>144</u>
	224	144
Net current assets	<u>3,026</u>	<u>2,436</u>
Total assets	<u><u>162,181</u></u>	<u><u>145,050</u></u>
Trust capital fund	<u><u>162,181</u></u>	<u><u>145,050</u></u>

Signed on behalf of the Trustee: *RS Neill*

HJ Saville

Date: 16 October 2013

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2013

FUND OBJECTIVE

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

MARKET REVIEW

• **Economic Backdrop**

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

• **Equity Markets**

Despite the poor economic backdrop described above, equity markets globally enjoyed very strong returns. The main two factors behind this performance were i) the base level of mid 2012 was relatively depressed due to the record high Euro periphery bond yields and associated dislocation in markets, and ii) the combined actions of global central banks flooding the markets with liquidity, with consequent asset price inflation. Underlying fundamentals (i.e. company earnings) were broadly in line with expectations with a decelerating trend emerging. European market performance was broadly in line with the US as the better domestic conditions in the latter were off-set by a recovery from oversold levels in the former. Emerging markets, notably China, lagged the US and Europe as doubts arose over the sustainability of the construction led nature of growth. In sectors, Financials were strong as beneficiaries of monetary policy support while Basic Materials were hit by the unwinding of China's excesses.

• **Bond Markets**

The actions of Central banks (setting short rates at close to zero and purchasing longer bonds in the market) had the obvious and desired effect of setting yet new record low 10 year bond yields (US 1.4%, Germany 1.2% and UK 1.4%). However,

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER'S REPORT
YEAR ENDED 30 JUNE 2013

the greater performance came from Euro periphery and corporate bonds as they recovered from distressed levels and then rallied further on the wave of liquidity and improving risk appetite. Notably, Irish government bonds, where yields peaked in the summer of 2011, continued to fall reaching 3.4% in May 2013 as a reward for meeting its deficit targets and relative political stability. In June 2013 the US Federal Reserve articulated conditions under which it may slow down its bond purchase programme; the global bond bull market is now 32 years old.

PERFORMANCE

During the period under review the capital value of the Fund rose by 14.0% while the total return (capital and income) was +19.1%. This compares with the fund benchmark of 13.3%.

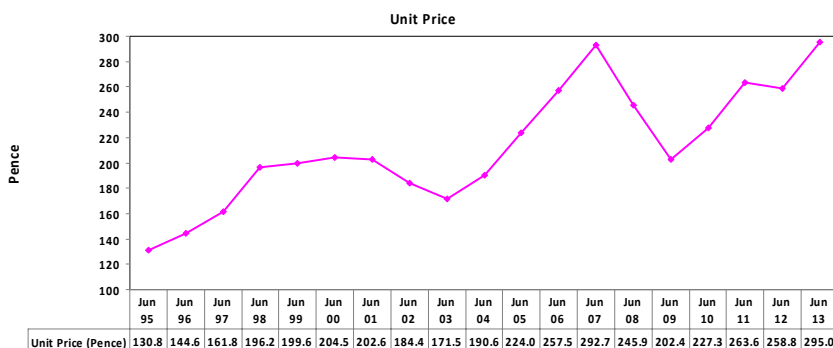
Annualised Total Returns (%):

	1 Year	3 Years	5 Years
RB General Unit Trust (NI)	19.1	13.8	8.4
Benchmark*	13.3	9.9	6.3
RB General Unit Trust (NI) Capital	14.0	9.1	3.7
UK Inflation (CPI)	2.9	3.2	2.9

* *Benchmark 35% Eurotop 100 (GBP); 35% FTSE 100; 30% ML UK all Bonds*

Note: for simplification purposes the current BM has been utilised across the 5 year period; historically the portfolio had a higher weighting towards UK equities.

The historic unit price is detailed in the below chart.



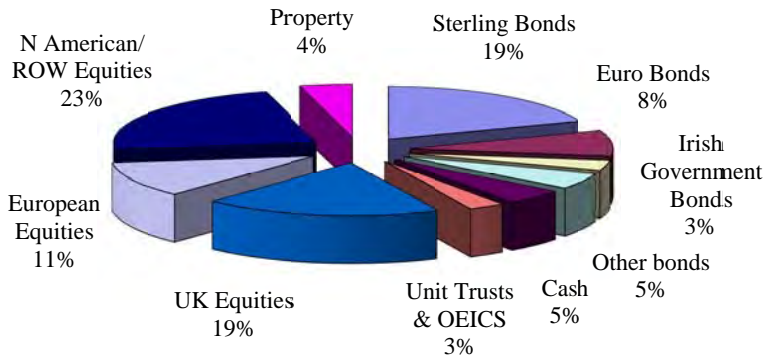
THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2013

TRUST ASSET DISTRIBUTION

The investment profile in terms of distribution of the assets (by value) at 30 June 2013 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account was £40,331,037. Of this figure, the value of sterling denominated securities (including some international securities) plus cash held by the Trust was £19,190,543 (48% of the total Fund value).

The value of the European and/or international holdings (denominated in euro) including euro cash was €24,719,942 (52% of the Fund). The closing EUR/GBP exchange rate was 0.8552 (2012: 0.8068).

The ten largest equity holdings at 30 June 2013 were:

	% of Fund		% of Fund
1. Fairfax Financial	2.1	6. Teliasonera	1.6
2. Unilever	2.0	7. Royal Dutch Shell	1.6
3. Kinder Morgan	2.0	8. Tesco	1.6
4. Healthcare REIT	1.9	9. Yara	1.6
5. Fortum	1.8	10. Dragon Oil	1.6

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER’S REPORT

YEAR ENDED 30 JUNE 2013

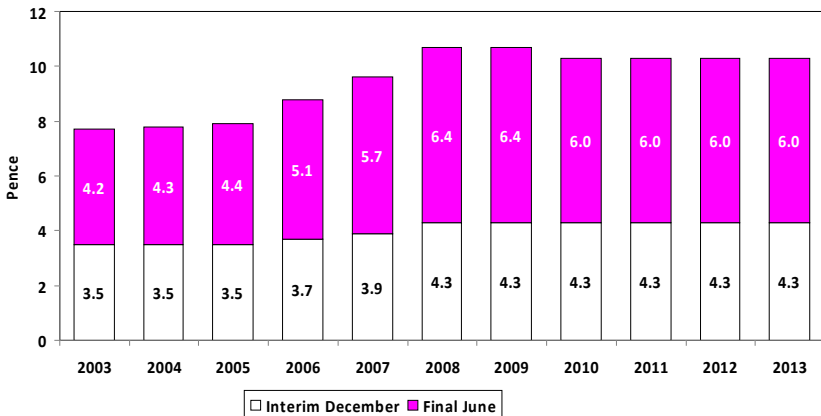
INCOME DISTRIBUTION TO UNIT HOLDERS

The Dividend Reserve policy targets a level of 2% of Fund value and will not be allowed to exceed 4% of Fund value. In addition, at least 80% of net income in any individual year will be distributed to unit holders. A healthy Reserve aids the management of a stable and sustainable distribution going forward.

Moderate growth continued in dividends as corporate earnings remained resilient during the year and the Trust agreed to maintain its interim distribution at 4.3 pence and its final distribution at 6.0 pence. In addition, a sum of £0.332m was transferred to the Dividend Equalisation Reserve as at 30 June 2013 in line with the DER policy. The balance in the Reserve at the financial year end was £0.680m (2012: £0.348m).

Based on the value of a unit at 30 June 2013 of £2.95, and a full year distribution of 10.3 pence, the distribution yield was 3.49%. (The comparative figures for 30 June 2012 showed a yield of 3.98% based on a unit value then of £2.588 and a full year distribution of 10.3 pence).

Income Distributions (2003 – 2013) - Financial Year-End 30 June



INPUTS INTO FUND

There were net inputs of £385,729 into the Fund for the twelve months, reflecting new cash of £444,867 less redemptions of £59,138.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2013

OUTLOOK

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

For equity markets we are now over four years into a bull market. The argument for a further extension of this run is based on relative value (to cash and bonds) and better economic prospects as the Euro crisis settles down and credit growth resumes in the US (led by housing). Even though short term valuation of equities appears reasonable (Price Earnings (P/E) ratios and dividend yields) we prefer to focus on long term valuation measures such as cyclically adjusted PE's. These are now quite demanding, supported by record high profit margins that we believe are vulnerable to mean reversion.

However, we have no foresight as to when this will happen and it may well be that equity prices are buoyed by artificially low bond yields for some considerable time. As our primary objective is to preserve capital in real terms, we currently hold a 57% exposure to equities, within a permitted range of 50% to 90% that may be reduced further should markets advance aggressively.

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

The relative valuation and high yield of commercial property has led us to upgrade our desired exposure with an intention to rise to 7/8% within an overall limit of 10%.

Due to the long term risks of inflation eventually taking hold, as witnessed in previous episodes of monetary expansion, the fund will continue to hold the majority of its capital in real assets. The fund continues to observe a Socially Responsible Investment policy.

Roy Asher
Head of Investments
22 July 2013

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2013

	30-Jun-13 £	30-Jun-12 £
Income	1,819	1,625
Expenses	<u>(8)</u>	<u>(7)</u>
Net income	1,811	1,618
Distributions	<u>(1,478)</u>	<u>(1,471)</u>
Transfer to dividend equalisation reserve	333	147
Net gains / (losses) on investment activities		
- Net realised gains	4,065	4,700
- Unrealised (losses) on investments	(46)	(5,146)
- Unrealised exchange gains/(losses) on currency movements	<u>896</u>	<u>(211)</u>
Net increase/(decrease) in net assets from investment activities	<u>5,248</u>	<u>(510)</u>
Funds brought forward	35,377	36,194
Proceeds from units issued	445	618
Cost of units issued	<u>(59)</u>	<u>(925)</u>
Funds carried forward	<u><u>41,011</u></u>	<u><u>35,377</u></u>

Signed on behalf of the Trustee: *RS Neill*

HJ Saville

Date:

16 October 2013

The Representative Church Body – Report 2014

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

BALANCE SHEET AS AT 30 JUNE 2013

	30-Jun-13 £'000	30-Jun-12 £'000
Investments	<u>40,394</u>	<u>35,030</u>
Current assets		
Debtors	<u>686</u>	<u>366</u>
	<u>686</u>	<u>366</u>
Current liabilities		
Financial instruments	63	-
Creditors (amounts falling due within 1 year)	<u>6</u>	<u>19</u>
	<u>69</u>	<u>19</u>
Net current assets	<u>617</u>	<u>347</u>
Total fund net assets	<u><u>41,011</u></u>	<u><u>35,377</u></u>
Trust capital fund	<u><u>41,011</u></u>	<u><u>35,377</u></u>

Signed on behalf of the Trustee: *RS Neill*

HJ Saville

Date:

16 October 2013

APPENDIX E

THE REPRESENTATIVE CHURCH BODY (“RCB”)

STATEMENT OF INVESTMENT POLICY PRINCIPLES FOR IN-HOUSE FUNDS

1. Introduction

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

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

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

2. Overview of Funds managed in-house

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

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

3. Management Structures and identification of Investment Responsibilities

a) The Trustee

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

b) The Investment Committee

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

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

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- 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

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- 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

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

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

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

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

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

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

November 2012

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

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

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

APPENDIX F

CHANGES TO CLERGY PENSIONS AS APPROVED BY THE GENERAL SYNOD 2013

The General Synod in 2013 approved a number of changes to clergy pension arrangements with the objective of restoring the Clergy Pensions Fund (CPF) to solvency and making proper pension provision in relation to future service of clergy.

Reasons for the changes:

- €45m deficit in the CPF defined benefit scheme, forecast to increase to €65m
- Deficit caused primarily by:
 - historically very low interest rates, impacting on valuation of scheme liabilities
 - rapidly improving pensioner survival rates
 - new regulatory requirements to hold excess assets as ‘risk reserves’
- Despite special funding from the RCB (€25m over five years), member and parish contributions forecast to increase very significantly to sustain the CPF

Aims of the changes:

- To restore the CPF to solvency
- To underwrite clergy pensions in payment and earned to date
- To stem growth in the funding deficit and in contribution rates
- To make proper provision for clergy pensions for the future

Changes approved and policy adopted:

- CPF closed to new entrants and to future accrual of benefits as at 31 May 2013
- Funding of the CPF a responsibility of the whole Church:
 - levy on dioceses and recognised offices
 - special funding from the RCB
- New defined contribution pension schemes set up to provide for future benefits
- Gradual increase in Normal Retirement Age to 68 years
- No discretionary increases to pensions in payment or Pensionable Stipend during funding proposal period unless Actuary confirms it will not impede progress toward solvency

Since General Synod 2013:

- Funding proposal for the CPF submitted to and approved by the regulator
- Independent trustees appointed for new defined contribution schemes (NI and RI)

APPENDIX G

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

**REPORT ON THE CLERGY PENSIONS FUND
FOR THE
YEAR ENDED 31 DECEMBER 2013**

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THE TRUSTEE AND ITS ADVISORS

Trustee	The Church of Ireland Clergy Pensions Trustee Limited
Registered Office	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
Trustee Directors	<i>Nominated by the RCB Executive Committee</i> Mr Terence Forsyth Mr Geoffrey Perrin Mr John Wallace (Chairman) <i>Nominated by the Church of Ireland Pensions Board</i> Rt Rev Paul Colton Mr Bruce Maxwell
Company Secretary	Mr Adrian Clements, Chief Officer and Secretary, Representative Church Body
Fund Management and Advisory	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Investment Managers	Irish Life Investment Managers, Beresford Court, Dublin 1
Investment Custodians	Citibank, 1 North Wall Quay, Dublin 1
Scheme Actuary	Mr Paul McMahon FSAI*, Mercer, Charlotte House, Charlemont Street, Dublin 2
Consulting Actuaries	Mercer Actuarial Services, Charlotte House, Charlemont Street, Dublin 2
Auditors	PricewaterhouseCoopers, Chartered Accountants and Registered Auditors, Spencer Dock, Dublin 1
Solicitor	Mr Mark McWha, Senior Solicitor, Representative Church Body
Bankers	Bank of Ireland, College Green, Dublin 2 Bank of Ireland, Talbot Street, Dublin 1
Sponsor	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Registered Administrator	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Enquiries	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.

* Until 31 December 2013 (replaced by Mr Liam Quigley from 1 January 2014)

† Renamed The Pensions Authority (*An tÚdarás Pinsean*) with effect from 7 March 2014

INTRODUCTION

The Trustee presents the annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2013. 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.

MAIN POINTS

This report relates to the Church of Ireland Clergy Pensions Fund for the year ended 31 December 2013 and its purpose is to set out essential information on the financial position of the Fund, its investment performance over the year and other relevant matters that occurred during the year.

Changes to the Fund - Changes to the Fund proposed by the Sponsor of the Fund, the Representative Church Body, were set out in the report of the Trustee for the year 2012. The Sponsor sought the changes as a consequence of its view that the increasing financial uncertainty involved in continuing to operate a defined benefit pension arrangement exposed the Church to an unsustainable degree of risk. These proposals were brought by the Sponsor to General Synod in 2013 where they were adopted and subsequently implemented. A summary of the proposals as approved by the General Synod 2013 is set out in Appendix F to the Report of the Representative Body (page 117).

These changes involved the closure of the Fund to new members and to future accruals of service as at 31 May 2013, and the introduction of a gradual increase in Normal Retirement Age to 68 years. In addition, no increase in Pensionable Stipend or discretionary increase in pensions in payment by the Fund is to be made unless it can be confirmed by the Actuary that such increase will not compromise the progression of the plans to restore the solvency of the Fund.

The detail of the changes was set out for members and pensioners in correspondence from the Trustee and from the Sponsor prior to and following General Synod.

In June 2013 the Trustee, via the Scheme Actuary, submitted a Funding Proposal to the regulator, *An Bord Pinsean*. The Funding Proposal set out plans to bring the Fund back to full solvency over the 10 year period to 2023, and included the changes as adopted by General Synod. The Funding Proposal also included revenue to be raised through the introduction of a levy of 13% of Minimum Approved Stipend, to be collected through the dioceses, based on numbers of cures and approved offices. This, together with the completion of an undertaking by the RCB to transfer capital assets to the value of €25m to the Fund, was calculated by the Actuary to be capable of bringing the Fund back to solvency over the 10 year period.

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The Funding Proposal was accepted by the Regulator and approved as being robust and credible. The Trustee will continue its responsibility to ensure that the pensions in payment and accrued benefits of members will be administered according to the rules of Chapter XIV (as amended by General Synod from time to time) and applicable pensions and other legislation.

Pension benefits relating to future clergy service, as from 1 June 2013, will be provided through defined contribution schemes established in Northern Ireland and in the Republic of Ireland. Independent professional trustees have been appointed to safeguard the interests of the members of these new schemes.

The performance of the Fund in 2013 - In the year the invested assets of the Fund grew by €3.5m to a value of €140.7m at 31 December 2013. Part of this growth was due to an additional special contribution of €5m which was added to the capital of the Fund by the Representative Church Body as Sponsor, such capital injections amounting to €20m in the years 2010 to 2013. In the year there was a positive return on assets, before withdrawals and capital injections, of 10.2%.

The Fund investment report is set out on page 127.

The contributions received into the Fund are reduced by €2.0m year on year as they reflect the redirection of clergy pension deductions and a portion of diocesan and parochial contributions into the new Defined Contribution schemes as from 1 June 2013.

In 2013 the benefits payable and expenses of the Clergy Pensions Fund (at €8.0m) exceeded contributions from members and parishes (€3.2m) by €4.8m.

Investment strategy - The Trustee, in consultation with the Sponsor, is responsible for the development of an appropriate investment strategy for the Fund. The investment strategy now in place takes into account the status of the Fund as closed to new members and to future accruals of service. The strategy enables a gradual and managed movement towards close matching of the liabilities of the Fund with appropriate invested assets, thus reducing exposure to volatility. The strategy, as submitted in the Funding Proposal, and its implementation, are monitored by the Trustee and by *An Bord Pinsean*.

Government levy on pensions (Republic of Ireland) - A levy, or tax, on the assets of pension funds was introduced in 2011 by the Irish Government, and was to be in place for the four years to 2014. The levy was set at 0.6% of relevant asset value. The charges for 2011 and 2012 were paid from the assets of the Fund, and amounted to €320,000 and €342,000 respectively.

As notified in correspondence to members and pensioners, the view of the Sponsor was that the cost of the tax for 2013 and 2014 should be borne by the members based in the Republic of Ireland, and this was agreed by the Trustee. In 2013 the impact on benefit is a reduction of 0.49%, and that reduction was effected as at 1 January 2014. The impact on benefit of the tax due in 2014 will be calculated as at 1 July 2014.

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In October 2013, the Government in the Republic of Ireland announced a new levy on pension assets at a rate of 0.15%. This is to be introduced in 2014, when it will run concurrently with the final year of the previous 0.6% levy, and is set to continue into 2015. No advice is currently available as to its future after 2015. The Trustee will consult with the Sponsor about the treatment of such a levy when the detail of its purpose and future longevity is clarified.

AVC Fund - The report on the AVC Fund for 2013 is contained in the report from the Church of Ireland Pensions Board, set out in Annex 1 to this report (see page 149).

Duties - The Trustee is pleased to report that the Fund has been administered in accordance with all regulatory requirements during the year. Under the structures established in 2011 various duties in relation to the operation of the Fund were carried out during 2013 by the RCB administration department, the Church of Ireland Pensions Board and the RCB Investment Committee. We wish to thank each of these for their assistance and support to the Trustee in its management of the Fund.

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

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 Chapter XIV, the Church of Ireland Clergy Pensions Trustee Limited has acted as Trustee of the Clergy Pensions Fund since 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

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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 Directors' term of office was renewed for a further three years in December 2013. 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 by the Fund 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 2013 there were 436 active members (2012: 464) and 280 pensioners (2012: 271). In addition there were 205 surviving spouses on pension (2012: 206) and 97 members with entitlement to deferred benefits (2012: 89).

The age profile of contributing members shows 11% under age 40 years and 60% over age 50 years.

The Fund was closed to new members and to future accruals of pensionable service on 31 May 2013.

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 €6.9m was paid out in pension benefits (2012: €6.9m). 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 148).

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 2014.

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%.

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The UK annualised rate of inflation to September 2013 was 2.7%; accordingly, on 1 January 2014 under (i) above a 2.7% 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 re-valued in accordance with the relevant statutory provisions.

PENSIONABLE STIPEND

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

Pensionable Stipend is used to calculate the value of pension benefits payable.

It was agreed by the Standing Committee in September 2013 on the recommendation of the RCB and the Trustee that Pensionable Stipend levels with effect from 1 January 2014 should remain unchanged from 2013 at £25,498 per annum in Northern Ireland and €6,219 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 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 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

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from the effects of these risks. However, it is not possible to guard against every eventuality, and it is necessary to take some investment risk and other risks in order to manage the affordability of the plan benefits and the capacity of the Sponsor and the Church to meet this commitment.

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

FINANCIAL POSITION OF THE FUND

The Fund increased in value by €13.5m, 10.6%, to €140.6m in the year ended 31 December 2013, having met all benefits and accounted for contributions received. This result was achieved by a combination of investment performance, in which assets grew by 10.2% (2012: 15.5%), and a further capital injection by the Sponsor of €5m in the year, bringing to €20m the value of such capital introduced in the four years 2010 to 2013. The balance of outlays from benefit payments and expenses over inflows from contributions reduced the Fund by €4.76m.

The development of the Fund is monitored by the Actuary and a full valuation is carried out at intervals of not more than three years. The last completed Triennial Valuation was as at 30 September 2012.

The Triennial Valuation as at 30 September 2012 was completed prior to 30 June 2013 and took due account of decisions taken at General Synod 2013 in relation to the proposals for changes to the Fund brought forward by the Sponsor. The results of the Valuation showed that the Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act. Accordingly, the Actuarial Certificate as at 31 December 2013 states that the Actuary is not satisfied that the Fund would have met the Minimum Funding Standard as set out under Section 44 of the Act, as at that date.

This situation applies nowadays to most defined benefit pension schemes. As required by the regulations, the Funding Proposal required to meet the Minimum Funding Standard was lodged with *An Bord Pinsean* before the end of June 2013, and was subsequently accepted by the regulator.

A copy of the Actuarial Funding Certificate and Funding Standard Reserve Certificate as submitted to *An Bord Pinsean* is included as Annex 3 to this report (page 155) and a copy of the Actuarial Certificate as at 31 December 2013 is included as Annex 4 (page 158).

INVESTMENT APPROACH

The investment objectives of the Fund are to optimise returns through diversified portfolios of fixed interest, equity, property and cash holdings, having regard to liability constraints, cash flow needs and interest rate and currency movements. The Trustee reviews investment objectives to ensure that they remain appropriate to the profile of the Fund.

The investment policy for the management of the assets of the Fund is set out in a Statement of Investment Policy Principles (SIPP) and this can be found at Annex 5 (page

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159). Following the closure of the Fund to new members and to future benefit accrual agreed at General Synod 2013 a revised investment strategy was adopted by the Trustee in consultation with the Sponsor and having taken expert investment and actuarial advice.

Investment management of the equity and fixed interest elements of the Clergy Pensions Fund was entrusted to Irish Life Investment Managers with effect from 24 January 2008. Property and other investments are managed by other managers. The asset distribution as at 31 December 2013 is shown overleaf.

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 2013 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 2013, 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 2014*, page 94).

INVESTMENT REPORT

Investment Performance

A report from Irish Life Investment Managers (ILIM), including a review of investment markets in 2013 and expectations for 2014, is included in Annex 6 to this report (page 164). The equities and fixed interest bonds in the Fund are managed by ILIM on an indexed (passive) basis replicating the performance of particular indices. Certain equities are excluded on socially responsible investing (SRI) grounds.

The composite return for the Fund for the 12 months to 31 December 2013 was 10.2% (2012: 15.5%).

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

Asset Valuation	31 Dec 2013	31 Dec 2012
	€000	€000
ILIM Irish Fund	63,199	57,887
ILIM UK Fund	62,919	58,456
Property	11,016	171
10% Bank of Ireland 30/07/2016	2,226	-
Cash	1,229	10,375
	-----	-----
	140,589	126,889

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Asset Distribution	Country	31 Dec 2013	31 Dec 2012
		%	%
Equity	Europe	15.7	19.7
	UK	14.9	18.2
	US / Rest of World	19.9	18.8
Equity Total		50.5	56.7
Fixed Interest	Europe	19.8	17.5
	UK	19.4	17.5
Fixed Interest Total		39.2	35.0
Property Total		7.8	0.1
10% Bank of Ireland 30/07/2016		1.6	-
Cash		0.9	8.2
Grand Total		100.0%	100.0%

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 2013. In addition to the records maintained by the custodians, ILIM maintains its own records of securities. Both sets of records are reconciled regularly. The custodian has produced a report on its internal controls in accordance with SAS 70. The securities are held beneficially in the name of Irish Life Assurance plc on behalf of the Trustee of the Fund.

INTERNAL DISPUTE RESOLUTION

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

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

A copy of the IDR Procedure is included as Annex 7 to this report (page 166).

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.

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, 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 or from the Pensions Administration Manager.

FINANCIAL STATEMENTS

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

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2013

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
FINANCIAL STATEMENTS 2013

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THE CHURCH OF IRELAND CLERGY PENSIONS FUND

TRUSTEE AND ADVISORS AND OTHER INFORMATION

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Trustee

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

Actuaries

Mercer Actuarial Services
Charlotte House
Charlemont Street
Dublin 2

Auditors

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

Investment Managers

Irish Life Investment Managers
Beresford Court
Dublin 1

Sponsor

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

Solicitors

Mr Mark McWha
Senior Solicitor
The Representative Church Body

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
STATEMENT OF THE TRUSTEE'S RESPONSIBILITIES

PAGE 4

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

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

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

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

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

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

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

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



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

We have audited the financial statements of the Church of Ireland Clergy Pensions Fund for the year ended 31 December 2013 which comprise the Fund Account, The Statement of Net Assets, the Accounting Policies and the related notes. The financial reporting framework that has been applied in their preparation is Irish pension law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

Respective responsibilities of trustee and auditors

As explained more fully in the Statement of Trustee's Responsibilities set out on page 4, the trustee is responsible for the preparation of the financial statements showing a true and fair view, and for ensuring that contributions are made to the scheme in accordance with the scheme's rules and the recommendation of the actuary. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish pension law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

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

Scope of the audit of the financial statements

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

Opinion on financial statements

In our opinion, the financial statements:

- show a true and fair view of the financial transactions of the scheme during the year ended 31 December 2013 and of the amount and disposition of its assets and liabilities (other than liabilities to pay pensions and other benefits in the future) at that date; and
- have been prepared in accordance with Generally Accepted Accounting Practice in Ireland.



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

In our opinion:

- the financial statements include the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 which is applicable and material to the scheme;
- the contributions payable to the scheme during the year ended 31 December 2013 have been received by the trustee within thirty days of the end of the scheme year; and
- such contributions have been paid in accordance with the rules of the scheme and the recommendation of the actuary.

A handwritten signature in cursive script, appearing to read 'PricewaterhouseCoopers', is written over a faint, larger version of the PwC logo.

PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin

18 March 2014

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. (2013 €1 = £0.8302; 2012 €1 = £0.8161).

(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.

(vii) Contributions

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

(viii) Transfers to and from other Schemes

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

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FUND ACCOUNT **YEAR ENDED 31 DECEMBER 2013**

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CONSOLIDATED FUND

	Notes	2013 €000	2012 €000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	3,204	5,207
Special contribution	4	5,000	5,000
		<u>8,204</u>	<u>10,207</u>
BENEFITS AND OTHER PAYMENTS			
Benefits payable	5	7,445	7,434
Administrative expenses		138	177
Pension Levy		384	342
		<u>7,967</u>	<u>7,953</u>
NET ADDITIONS		<u>237</u>	<u>2,254</u>
RETURNS ON INVESTMENTS			
Investment Income	6	577	95
Realised and unrealised investment gains		12,768	16,602
Currency translation adjustment		62	(8)
Investment management expenses		(111)	(96)
NET RETURNS ON INVESTMENTS		<u>13,296</u>	<u>16,593</u>
NET INCREASE IN FUND IN THE YEAR		13,533	18,847
BALANCE 1 JANUARY		<u>127,130</u>	<u>108,283</u>
BALANCE 31 DECEMBER		<u>140,663</u>	<u>127,130</u>

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

Signed on behalf of the Trustee: *JW Wallace*

DG Perrin

Date: *10 March 2014*

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THE CHURCH OF IRELAND CLERGY PENSIONS FUND

STATEMENT OF NET ASSETS

YEAR ENDED 31 DECEMBER 2013

FINANCIAL STATEMENTS

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CONSOLIDATED FUND

	Notes	2013 €000	2012 €000
INVESTMENT ASSETS	7	<u>140,589</u>	<u>126,889</u>
CURRENT ASSETS			
Amounts due from the Representative Church Body		74	241
CURRENT LIABILITIES			
Creditors		<u>-</u>	<u>-</u>
NET CURRENT ASSETS		<u>74</u>	<u>241</u>
NET ASSETS		<u><u>140,663</u></u>	<u><u>127,130</u></u>

Signed on behalf of the Trustee: *JW Wallace*

DG Perrin

Date:

10 March 2014

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS

FINANCIAL STATEMENTS

1 FUND STATUS

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

2 FORMAT OF THE FINANCIAL STATEMENTS

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

3 SUMMARY OF CONTRIBUTIONS RECEIVABLE

	2013 €000	2012 €000
Members - normal	534	1,245
Members - additional personal	59	156
Dioceses	1,298	3,132
Diocesan levies	867	-
Representative Church Body	446	674
Total	3,204	5,207

The value of Northern Ireland contributions in sterling is £1.403m (2012: £2.170m) and was translated to Euro at the year end rate of 0.8302 (2012: 0.8161).

The value of Republic of Ireland contributions is €1.514m (2012: €2.549m).

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

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4 SPECIAL CONTRIBUTION

The Representative Church Body during 2013 made a capital contribution of €5m to the Clergy Pensions Fund.

5 BENEFITS PAYABLE

	2013 €000	2012 €000
Pensions to retired bishops and clergy	4,364	4,289
Pensions to surviving spouses and orphans	2,515	2,585
Commutation of pensions	297	398
Death benefits	269	162
Total	<u>7,445</u>	<u>7,434</u>

The cost of Northern Ireland benefits in Sterling is £3.424m (2012: £3.531m) and was translated to Euro at the year end rate of 0.8302 (2012: 0.8161).

The cost of Republic of Ireland benefits in Euro is €3.321m (2012: €3.108m). This cost excludes administration charges and the pension levy.

6 ANALYSIS OF INVESTMENT INCOME

	2013 €000	2012 €000
Investment income	538	63
Interest	38	31
Miscellaneous trust income	1	1
Total	<u>577</u>	<u>95</u>

The investment income above is the dividend paid directly to the Clergy Pensions Fund by the Irish Property Unit Trust (IPUT). The balance of the funds is mostly held in a unitised fund passively managed by ILIM. The income on these funds is reinvested in the fund and is not separately reported.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

FINANCIAL STATEMENTS

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	Market Value	Market Value
	2013	2012
	€000	€000
7 (a) INVESTED ASSETS		
Equities		
UK	20,965	23,136
Europe ex UK	22,048	24,987
Global	27,915	23,860
Bonds		
European	27,878	22,223
UK	27,312	22,127
Cash with Fund Managers	-	2,374
	<u>126,118</u>	<u>118,707</u>
Other		
Irish Property Unit Trust	11,016	171
Bank of Ireland 10% 30/07/2016	2,226	-
Cash on deposit	1,229	8,001
	<u>14,471</u>	<u>8,172</u>
	<u>140,589</u>	<u>126,879</u>

- (b) The portion of the fund managed by ILIM (€126,118 or 90%) tracks various published indices on a passively managed basis. As at 31 December 2013, the allocation over the ILIM indices is as follows:

	Weighting	Weighting
	2013	2012
FTSE All World Series Developed		
Europe Ex UK	22.8%	27.4%
FTSE All World Series UK	20.1%	23.5%
S & P Global 100	12.6%	11.5%
Merrill Lynch EMU Govt > 10 Year	31.8%	27.1%
Non Gilt A Rated Broad Index	11.2%	9.9%
Fixed Interest - Rest of World	1.5%	0.6%

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 7 of the Financial Statements, liabilities to pay pensions and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2013.

9 ADMINISTRATIVE AND INVESTMENT MANAGEMENT EXPENSES

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

10 RELATED PARTY TRANSACTION

- (a) The Trustee: The Trustee of the Fund is as set out on page 3 of the Financial Statements.
- (b) Remuneration of the Trustee: The Trustee does not receive and is not due any remuneration from the Fund in connection with its responsibilities as Trustee.
- (c) Sponsor: The Representative Church Body acts as the Sponsor for the Clergy Pensions Fund. Contributions to the scheme are made in accordance with funding proposals agreed with the Actuary from time to time.
- (d) The Administrator: The Representative Church Body is the Registered Administrator of the scheme and is remunerated on a fee basis.
- (e) The Investment Manager: Irish Life Investment Managers was appointed by the Trustee to manage most of 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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	2013 €000	2012 €000
11 SUB DIVISIONS		
REPUBLIC OF IRELAND		
Contributions	1,514	2,549
Special contribution	2,485	2,485
Net benefits and other payments	(3,839)	(3,625)
Net transfer between sub divisions	238	(998)
Net additions	<u>398</u>	<u>411</u>
Net returns on investments	6,770	8,475
Balance 1 January	63,266	54,380
	<u>70,434</u>	<u>63,266</u>
NORTHERN IRELAND		
Contributions	1,690	2,658
Special contribution	2,515	2,515
Net benefits and other payments	(4,128)	(4,328)
Net transfer between sub divisions	(238)	998
Net additions	<u>(161)</u>	<u>1,843</u>
Net returns on investments	6,526	8,118
Balance 1 January	63,864	53,903
	<u>70,229</u>	<u>63,864</u>
CONSOLIDATED FUND		
Contributions	3,204	5,207
Special contribution	5,000	5,000
Net benefits and other payments	(7,967)	(7,953)
Net additions	<u>237</u>	<u>2,254</u>
Net returns on investments	13,296	16,593
Balance 1 January	127,130	108,283
	<u>140,663</u>	<u>127,130</u>

12 APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Trustee on 10 March 2014.

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 five meetings of the Board in 2013.

Elected by the House of Bishops

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

Elected by the General Synod

Canon Lady Sheil (4)
Rev Ted Woods (4)
Mr William Oliver (3)
Mrs Cynthia Cherry (2)
Ven Philip Patterson (died 5 May 2013) (0)
Mrs Brigid Barrett (elected November 2013) (0)

Elected by The Representative Church Body

Mrs Judith Peters (5)
Mr Terence Forsyth (4)
Mr Geoffrey Perrin (4)
Rev Chris Matchett (4)
Mr Owen Driver (2)

Chairperson – Canon Lady Sheil

Vice-Chairperson – Mr Terence Forsyth

Honorary Secretary – Rt Rev John McDowell

Pensions Administration Manager – Mr Peter Connor

Grants Committee

Canon Lady Sheil
Mrs Judith Peters
Rev Ted Woods

Office: Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Tel no (+3531) 4978422
Fax no (+3531) 4978821
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 H to the Report of the RCB (*Church of Ireland General Synod Reports 2014*, page 170).

2. CHANGES TO THE FUND IMPLEMENTED IN 2013

While fully recognising the need for the major changes made in respect of the Fund by General Synod, on the proposal of the Representative Church Body, in 2013 the Board greatly regretted the need to close the Fund to future service as at 31 May 2013. The introduction of the gradual increase in Normal Retirement Age to 68 years is in keeping with changes being made in many pension schemes at this time and is an essential element of the Funding Proposal approved by *An Bord Pinsean*.

Further details of the Funding Proposal may be found in the report of the Trustee.

3. MEMBERSHIP OF THE BOARD

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

The Board expressed its deep regret at the death of Archdeacon Philip Patterson, who died in May following an illness. The Archdeacon was elected to the Board in November 2012.

The Standing Committee on 19 November 2013 elected Mrs Brigid Barrett as a member of the Board.

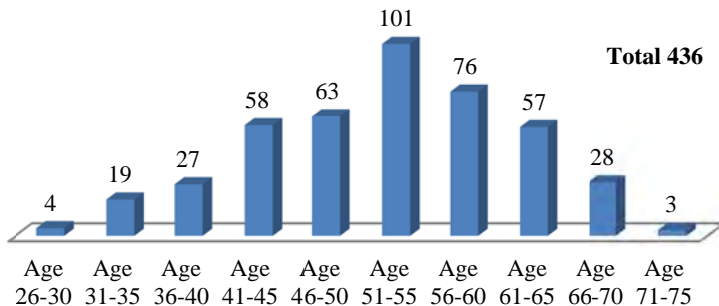
4. MEMBERSHIP OF THE FUND

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

	Active members	Deferred members	Pensioners	Spouses on pension
At 1 January 2013	464	89 ¹	271	206
New entrants (up to 31 May 2013)	2	9		
Leavers with deferred benefits	(9)	0		
Leavers taking benefits elsewhere	0	0		
Deaths before retirement	(3)			
Retirements on pension	(18)	(1)	19	
Deaths on pension			(10)	(10)
New spouses' pensions				9
At 31 December 2013	436	97	280	205 ²

In addition there were 11 child dependency allowances in payment at 31 December 2013 (11 at 31 December 2012).

Age distribution of active members



There are five 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.

¹ The total of 89 at 1 January 2013 is an adjusted figure as the number of deferred members in previous years' tables included deferred clergy whose pension subsequently became payable.

² The total of 205 includes 10 widows of members who either retired or died before 1976 and 12 widows of voluntary members.

5. RETIREMENT AGE

The revised Normal Retirement Age (NRA) from 1 June 2013 (for contributing members of the Fund as at 31 May 2013) is in accordance with the following table:

Date of birth	Age on 31 May 2013	Normal Retirement Age
1 June 1949 to 31 May 1954	59 to 63	66
1 June 1954 to 31 May 1959	54 to 58	67
1 June 1959 and after	53 or younger	68

Members who have a date of birth before 1 June 1949 retain an NRA of 65.

Members who joined/rejoined the CPF on or after 1 January 2009 have an NRA of not less than 67.

Under statutory pension regulations Deferred Members will retain the NRA applicable at their date of leaving the service of the Church of Ireland.

6. PENSIONS IN PAYMENT

The annualised pensions etc in payment at 1 January 2014 are:

	€		£
Clergy	1,866,906	and	2,173,188
Surviving spouses and orphans	1,256,733	and	1,018,140
	-----	and	-----
	3,123,639		3,191,328
	-----		-----

The total annualised pensions in payment translated to euro at the year end exchange rate of 0.8302 are €6,967,686.

7. CONTRIBUTIONS

Contribution Rate – the Members and Dioceses/Parishes contribution rate to 31 May 2013 (which is made up of a contribution to meet the deficit in respect of past service and to meet future service funding) was based on an annual rate of 30% of the Pensionable Stipends. The contributions on an annual basis were as follows:

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 2013 – a fourth transfer by the Representative Church Body of €5m took place in 2013. In addition a contribution from central funds amounting to €46,000 was made during the year in accordance with Section 38 of Chapter XIV of the *Constitution of the Church of Ireland*.

8. LUMP SUM BENEFITS

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

On death in service or within 5 years following retirement;

On retirement before reaching Normal Retirement Age (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;

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 2013 lump sums totalling €305,188 and £215,478 became payable under the above headings in respect of 10 members as follows:

Died in service (2); died within 5 years following retirement (0); paid at NRA (0); paid on retirement (7); deferred pension (1).

9. 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).

10. ADDITIONAL PERSONAL CONTRIBUTIONS (APCS)

With the closing of the Clergy Pensions Fund to future accruals on 31 May 2013 the additional service members were purchasing, to give up to a maximum of 40 years' service at normal retirement age, was re-calculated to reflect the service purchased to 31 May 2013.

As at present 93 members have secured service to credit from purchasing additional service to 31 May 2013.

11. 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.

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AVCs are unaffected by the closure of the Clergy Pensions Fund to future accruals.

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

(i) Membership of the AVC Fund as at 31 December 2013

	Membership 31/12/12	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/13
RI	26	0	0	0	3	23
NI	5	0	0	0	0	5
Total	31	0	0	0	3	28
Previous Year	32	2	0	0	3	31

Standard Life is the provider of the AVC facility. Contributions may be invested with them 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

	2013 €000	2012 €000
Contributions received	48	89
Less paid on retirement or death	(149)	(47)
Less commuted to pension	-	-
	<u>(101)</u>	<u>42</u>
Balance 1 January	770	726
Currency Translation Adjustment	1	2
Balance 31 December	<u>670</u>	<u>770</u>

NOTES

1. A resolution adopted by the General Synod on 12 May 2012 transferred the role of trustee from the Representative Body to The Church of Ireland Clergy Pensions Trustee Limited.

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2. Under the Scheme members are permitted to make voluntary contributions which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities. The balance at the year end represents the net accumulation of members' contributions which have been transferred to the Standard Life Assurance Company by the Trustee. The value of the investments underlying these contributions is not reflected in the statement.
3. Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2013 €1 = £0.8302 (2012 €1 = £0.8161).



CHARTERED ACCOUNTANTS' REPORT ON THE UNAUDITED FINANCIAL INFORMATION OF THE CHURCH OF IRELAND AVC FUND

In accordance with our engagement letter dated 4 November 2013 we have compiled the entity's financial information, which comprises the Income and Expenditure Account from the accounting records and information and explanations you have given us.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile to meet your governance requirements. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2013 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.

**PricewaterhouseCoopers
Chartered Accountants
Dublin**

13 March 2014

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 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 Clergy Pensions 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

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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.

February 2014

ANNEX 3

ACTUARIAL FUNDING CERTIFICATE

Article 4

THIS CERTIFICATE HAS BEEN PREPARED UNDER THE PROVISIONS OF SECTION 42(1) 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 January 1976

PENSIONS BOARD REFERENCE NO. PB 1667

EFFECTIVE DATE OF THIS CERTIFICATE: 30 September 2012

EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY) 30 September 2009

On the basis of information supplied to me, having complied with any guidance prescribed under section 42(4)(b) of the Act and, subject thereto, having regard to such financial and other assumptions as I consider to be appropriate, I am of the opinion that at the effective date of this certificate:-

- (1) the resources of the scheme, which are calculated for the purposes of section 44(1) of the Act to be €119,362,000, ~~“would”~~**would not** have been sufficient if the scheme had been wound up at that date to provide for the liabilities of the scheme determined in accordance with section 44(1) of the Act which, including the estimated expenses of administering the winding up of the scheme, amount to €164,450,000, and
- (2) €0 of the resources of the scheme referred to in paragraph (1) comprise contingent assets, in accordance with and within the meaning of the guidance issued by the Board and prescribed under section 47 of the Act.

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(1) 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: Paul McMahon Date: 20 June 2013

Name: Paul McMahon Qualification: FSAI

Name of Actuary's Employer/Firm: Mercer Actuary Certificate No. P076

~~*Please delete whichever is not applicable~~

FUNDING STANDARD RESERVE CERTIFICATE

Article 4

THIS CERTIFICATE HAS BEEN PREPARED PURSUANT TO SECTION 42(1A) 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 January 1976

PENSIONS BOARD REFERENCE NO. PB 1667

EFFECTIVE DATE OF THIS CERTIFICATE: 30 September 2012

EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY)

On the basis of information supplied to me, having complied with any guidance prescribed under section 42(4)(b) of the Act and, subject thereto, having regard to such financial and other assumptions as I consider to be appropriate, I am of the opinion that at the effective date of this certificate:

- (1) the funding standard liabilities (as defined in the Act) of the scheme amount to €164,450,000,
- (2) the resources of the scheme (other than resources which relate to contributions or a transfer of rights to the extent that the benefits provided are directly related to the value of those contributions or amount transferred (**DC resources**)), calculated for the purposes of section 44(1) of the Act amount to €119,662,000,
- (3) €47,925,000 of the amount referred to in paragraph (2) (subject to a maximum of an amount equal to the funding standard liabilities) is invested in securities issued under section 54(1) of the Finance Act 1970 (and known as bonds), securities issued under the laws of a Member State (other than the State) that correspond to securities issued under section 54(1) of the Finance Act 1970, cash deposits with one or more credit institutions and such other assets (if any) as are prescribed under section 44(2)(a)(iv) of the Act,
- (4) the amount provided for in section 44(2)(a) of the Act (15% x ((1) minus (3))) is €17,479,000,
- (5) the amount provided for in section 44(2)(b) of the Act, being the amount by which the funding standard liabilities of the scheme would increase if the interest rate or interest rates assumed for the purposes of determining the funding standard liabilities were one half of one per cent less than the interest rate or interest rates (as appropriate) assumed for the purposes of determining the funding standard liabilities less the amount by which the resources of the scheme (other than DC resources) would increase as a result of the same change in interest rate or interest rates is €4,586,000,

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- (6) the aggregate of (4) and (5) above amounts to €22,065,000, and
- (7) the additional resources (as defined in the Act) of the scheme amount to €0 of which, in accordance with and within the meaning of the guidance issued by the Board and prescribed under section 47 of the Act, €0 comprises contingent assets and €0 of such contingent assets comprise an unsecured undertaking.

I therefore certify that as at the effective date of the funding standard reserve certificate the scheme- ~~does~~/**does not** hold sufficient additional resources to satisfy the funding standard reserve as provided in section 44(2) 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: Paul McMahon Date: 20 June 2013

Name: Paul McMahon Qualification: FSAI

Name of Actuary's Employer/Firm: Mercer Actuary Certificate No. P076

****Please delete whichever is not applicable***

ANNEX 4

ACTUARIAL CERTIFICATE



Church of Ireland Clergy Pensions Fund
Year ended 31 December 2013

Pensions Board reference number: PB1667

Actuary's Statement

An Actuarial Funding Certificate was submitted to the Pensions Board with an effective date of 30 September 2012. This certificate confirmed that at the effective date, the Scheme did not satisfy the Minimum Funding Standard set out in Section 44 of the Pensions Act, 1990. A Funding Proposal was prepared with an effective date of 30 September 2012 with the objective of putting the Plan in a position to satisfy the funding standard as at 31 December 2023. This extended date was granted by the Pensions Board at the request of the Trustees.

I can confirm that I am reasonably satisfied that the current Funding Proposal remains on track to achieve its objective. Taking account of the value of assets and the value of liabilities as at 31 December 2013, which is the last day of the accounting period of the Trustee Annual Report, I am reasonably satisfied that the scheme is expected to satisfy the funding standard as at 31 December 2023.

A handwritten signature in blue ink, appearing to read 'Liam Quigley', is written over a horizontal line.

Liam Quigley

Fellow of the Society of Actuaries in Ireland
Certificate number: P044

Date: 25 February 2014

ANNEX 5

CHURCH OF IRELAND CLERGY PENSIONS FUND STATEMENT OF INVESTMENT POLICY PRINCIPLES

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 Pensions Fund

For the purposes of pension’s legislation the Representative Body is deemed to be the sponsor of the Clergy Pensions 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 Pensions Fund has a fiduciary responsibility in relation to the operation of the trust deed and rules of the Clergy Pensions 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 Pensions 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 Pensions Fund.
- (b) Identifying the Fund's risk tolerance levels, or appetite for risk, consistent with any Funding Proposal agreed with the regulator, *An Bord Pinsean*.
- (c) The establishment of guidelines/operational parameters on investment strategy including asset allocation and deciding suitable benchmarks.
- (d) Recommending the criteria for Socially 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.

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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, consistent with any Funding Proposal agreed with the regulator, *An Bord Pinsean*, 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).

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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 in the context of a scheme closed to new members and to future benefit accrual, and in the context of the scheme Funding Proposal submitted to *An Bord Pinsean* by the Trustee and the Sponsor. The proposal has been accepted as credible and robust by *An Bord Pinsean*.
- The Funding Proposal undertakes that, over the period to 2023, the Fund's asset portfolio will move gradually and in a planned way to a position where the disposition of the assets broadly matches the liabilities of the Clergy Pensions Fund. The liabilities of the Fund arise as a result of the nature and duration of the expected future retirement benefits.
- The Trustee, in consultation with the Actuary, will monitor and manage progress towards a balanced and matched strategy over the period of the Funding Proposal. It is expected that, by 2023, 75% of Fund assets will be invested in fixed interest and cash.

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 equity and bond portfolios of the Fund on a passive (i.e. index-tracking) basis.
- The Irish Property Unit Trust (IPUT) has been selected as the vehicle for investment in property.
- The manager's performance objective is to perform in line with the relevant benchmarks (as agreed with the Trustee).

February 2014

ANNEX 6

**IRISH LIFE INVESTMENT MANAGERS
REPORT FOR THE YEAR ENDED 31 DECEMBER 2013**

2013 was a good year for the global economy and in particular, for developed world economies. Market volatility has fallen over the course of the last year as risk factors have reduced following various policy initiatives from authorities across the globe. In particular, monetary stimulus from global central banks has supported the global economy and financial markets. Investors' confidence has improved as global economic momentum strengthened through 2013, particularly in developed markets. In contrast however, emerging market economies have shown signs of slowing momentum. One of the most notable features over the last year or so has been the strong performance of equities relative to bonds with investors having greater conviction in relation to the improved fundamental and earnings outlook for equities while bonds have offered more modest returns after a number of years of strong performance with core global bond yields having fallen close to historic lows. While global policy initiatives have addressed and dealt with many of the issues which negatively impacted markets through the various crises of recent years, markets do however remain sensitive to news flow on the political, fiscal, economic and monetary policy fronts which continue to be factors which influence market movements.

The last twelve months have been very good for equities. There were no major setbacks to the recovery that started in earnest in March 2009. Throughout the year unemployment statistics, global GDP, consumer confidence and a whole host of other economic indicators suggested we are still moving in the right direction. This was reflected in the performance of global equity indices such as the FTSE 100 share index up over 18%, Euro Stoxx 50 up over 21%, the S&P 500 up over 32% and the ISEQ up over 35%. Impressive as that may sound, the ISEQ was not the best performing major equity index around the world – that award goes to the Japanese Nikkei which was up over 59% in 2013!

At the same time, prices of the highest grade 10 year sovereign debt around the world fell in value with yields moving up across the board. The US bond yield rose from 1.7% to 2.9% over the course of 2013. In Germany, it rose from 1.4% to 1.9%. In the UK it rose from 1.9% to 2.9%, and so on. Conversely, at the riskier end of the sovereign bond offerings, Ireland, Greece, Spain, Portugal and Italy all saw their prices rise and yields fall. Clearly, there was a rotation out of safe haven assets, like deposits and high grade bonds, into riskier assets like lower grade debt (although still investment grade) and equities.

What was behind the move? One of the main drivers was interest rates. In early 2013, they were near or at all-time lows in many economies. The US is a good example. When markets digested the news that the Federal Reserve (Fed) may taper their extensive quantitative easing programme (QE3), investors were encouraged to buy equities and sell bonds. The expectation was that if the Fed felt confident enough to reduce/remove their market support, then a sustained recovery was underway, equities would benefit and

bonds would be relatively less attractive as interest rates rose to more normal levels. This will be done gradually and low interest rates will be maintained to allow governments, corporations and banks to rebuild their balance sheets to facilitate increased borrowing, and lending, respectively. This has already kick-started investment, created employment and, ultimately, should generate increased corporate earnings, which along with rising confidence, drives better equity market performance. The recovery in global stock markets from the low in March 2009 has not been linear but investor confidence is considerably higher now than it was then. In 2013, this was probably best captured by the re-rating of European equity markets when, despite earnings being revised down by 12%, markets rallied to bring the 12 month forward P/E ratio close to its long term average of 13.9x.

However, we are not out of the woods just yet. In Europe, the ECB has remained in firefighting mode with severe divergences in economic performance emerging across the region which are likely to pose challenges in 2014. Specifically, the financial sector will be back under the investor spotlight when the ECB conduct their asset quality review and banking stress tests in the first half of the year. The result of these examinations needs to be credible, which almost by necessity means some banks will fail. The focus then shifts to how many banks will fail, how badly and at what cost?

In the US, the focus through 2014 will be on how the Federal Reserve conditions markets to a reduction in, and the ultimate removal of, their bond repurchase programme of support. They have a tightrope to walk – cut support too soon and markets may lose confidence raising the prospect of a return to recession; don't cut soon enough and risk creating bubbles in the economy fuelled by artificially low interest rates. Inflation is well below target and suggests the flow of monetary support is likely to continue for now, as are low interest rates. Global sovereign debt levels are still high and controlled higher levels of inflation would be welcomed by all. The US has been the best performing global stock market post the 2008 crisis and at this pivotal stage of recovery, once again, all eyes will focus on their economic indicators. 2014 will be the sixth year of a US equity bull market which began in March 2009 and, historically, the sixth year of a bull market has been a strong one. Although interesting, history may not be a good guide to the future in this instance, especially when you consider the S&P 500 finished 2013 at its all-time high. So, much is expected of the US and the outlook is positive but much has already been achieved.

March 2014

ANNEX 7

CLERGY PENSIONS FUND INTERNAL DISPUTE RESOLUTION (IDR) PROCEDURE

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

Accordingly, the trustees of every occupational pension scheme are required to establish internal procedures for resolution of disputes and to set out certain steps which must be included in those procedures. The 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.

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

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 H

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 2013

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 2013 of not less than:

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£12,224	€7,023
Surviving spouse 80 or over	£12,688	€7,670

On 31 December 2013, pensions were in course of payment to 193 surviving spouses (excluding widows of voluntary members) of clergy of the Church of Ireland. Two surviving spouses required a grant to bring their total income up to the relevant figure in the table.

During 2013, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

- (a) a grant twice yearly towards basic housing costs of £450 or €600 from the Housing Fund;
- (b) a grant of £375 or €10 from monies allocated from the Priorities Fund.

As a result of these grants, the actual minimum income of surviving spouses during 2013 exceeded the figures in the Table by £1,275 or €1,710.

(ii) Minimum Income for Retired Clergy

Grants shall be payable from the Supplemental Fund to retired clergy to ensure that each has a minimum income, including the Retirement Pension payable from the Church of Ireland Clergy Pensions Fund or any other approved Scheme, of not less than £9,103 (if resident in the UK) or €12,677 (if resident in the Republic of Ireland). Such minimum pension shall be in addition to a State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund or any other approved Scheme) or a Sickness or Invalidity Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,337 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

There were no clergy in receipt of this grant on 31 December 2013.

(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 | €2,496 |
| Married clergy only: | |
| Spouse under 66 | €7,982 extra |
| Married clergy only: | |
| Spouse 66 or over | €10,728 extra |
| Single/widowed clergy only: | |
| Living alone | €400 extra |
- (b) Clergy who retired from an office in Northern Ireland:
- | | |
|------------------|--------|
| Eligible clergy: | |
| Single/widowed | £5,587 |
| Eligible clergy: | |
| Married | £8,770 |

The number of grants in payment on 31 December 2013 was two.

(iv) Widow of Bishop

A grant is paid to the widow of a bishop who retired before 1 January 1979:

Grant	€6,481
-------	--------

One grant was payable on 31 December 2013.

(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 £1,471 if he or she died while holding office in Northern Ireland, or €1,956 if he or she died while holding office in the Republic of Ireland.

Should death occur less than two months after date of retirement and before vacation of the glebehouse a similar grant will be paid.

(vi) Immediate Grants to Surviving Spouses

On the death of clergy in the service of the Church of Ireland who are survived by a spouse, an immediate grant of £4,215 if they died while holding office in Northern Ireland or €5,914 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 £1,327 if they resided in the United Kingdom or €1,760 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 2014

The Representative Body recommends that the General Synod of 2014 approves allocations of €5,481 plus £770 to the Supplemental Fund from 2013 income (see report of the Representative Body, page 21 in *Church of Ireland General Synod Reports 2014*).

The allocations recommended, combined with an unexpended surplus for 2013 and dividend income for 2014, 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 2014 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	£12,590	€17,023
Surviving spouse 80 or over	£13,069	€17,670

It is estimated that the cost of this scheme will be € plus £3,014.

(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 £9,376 (if resident in the UK) or €12,677 (if resident in the Republic of Ireland). Such minimum pension shall be in addition to a State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund or any other approved Scheme) or a Sickness or Invalidity Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,330 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

As currently no clergy are in receipt of a grant under this scheme it is envisaged no cost will be incurred in 2014.

(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 | €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 | £5,728 |
| Eligible clergy: | |
| Married | £9,160 |

It is estimated that the cost of this scheme will be €0 plus £929.

(iv) Widow of Bishop

A grant is paid to the widow of a bishop who retired before 1 January 1979:

Grant	€6,481
-------	--------

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

(v) Removal Grants

Northern Ireland	£1,511
Republic of Ireland	€1,960

(vi) Immediate Grants to Surviving Spouses

In service:

Northern Ireland	£4,328
Republic of Ireland	€5,925

In retirement:

Northern Ireland	£1,362
Republic of Ireland	€1,764

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 2013

INCOME AND EXPENDITURE ACCOUNT

	2013 €000	2012 €000
INCOME		
General Synod Allocations	22	40
Investment Income	32	32
Income from Trusts and Donations	2	2
	<u>56</u>	<u>74</u>
EXPENDITURE		
Augmentation – Surviving Spouses and Orphans	21	21
Grants to Surviving Spouses	19	16
Grants to Retired Clergy	14	20
Expenses	5	5
	<u>59</u>	<u>62</u>
(Shortfall) / Surplus of income	(3)	12
Revaluation movement	48	91
Currency translation adjustment	(8)	11
	<u>37</u>	<u>114</u>
Capital balance 1 January	865	763
Transferred to Allocations Reserve in previous periods	3	(12)
Capital balance 31 December	<u><u>905</u></u>	<u><u>865</u></u>

THE SUPPLEMENTAL FUND

ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2013

	2013 €000	2012 €000
Investments at Valuation		
RB General Unit Trusts	905	865
	<u>905</u>	<u>865</u>
	<u><u>905</u></u>	<u><u>865</u></u>

Notes

1. The Supplemental Fund is vested in The Representative Church Body, as Trustee, for the provision of assistance to retired clergy of the Church of Ireland and to spouses, orphans and dependants of clergy of the Church of Ireland.

The Fund is established under Chapter XV of the *Constitution of the Church of Ireland* and administered by the Church of Ireland Pensions Board.

2. Accounting Policies are the same as those adopted for the Clergy Pensions Fund.



CHARTERED ACCOUNTANTS' REPORT ON THE UNAUDITED FINANCIAL INFORMATION OF THE CHURCH OF IRELAND SUPPLEMENTAL FUND

In accordance with our engagement letter dated 4 November 2013 we have compiled the entity's financial information, which comprises the Income and Expenditure Account and Fund Account from the accounting records and information and explanations you have given us.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile to meet your governance requirements. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2013 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.

**PricewaterhouseCoopers
Chartered Accountants
Dublin**

13 March 2014

*PricewaterhouseCoopers, One Spencer Dock, North Wall Quay, Dublin 1, Ireland, I.D.E. Box No. 137
T: +353 (0) 1 792 6000, F: +353 (0) 1 792 6200, www.pwc.ie*

Chartered Accountants

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 2013 was €48,945 and £3,027.

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 €60,042 plus £65,602 were allocated in 2013. 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 2013 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 €10 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 three surviving spouses benefited from the allocation and expressions of appreciation have been received.

The Board has applied to the Priorities Fund Committee for a grant for 2014.

4. Mrs E Taylor Endowment

The Representative Body requested the Board to administer the Endowment “to provide additional benefits over and above the normal pensions for retired clergymen of the Church of Ireland who should be residing in the 26 counties of Southern Ireland”.

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The Board has decided that the income from the Endowment should be allocated in the first instance for the benefit of those retired clergy in the Republic of Ireland who required nursing/home care either for themselves or their spouses including health and paramedical expenses.

During 2013, grants totalling €25,650 were paid to 8 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 2013, the total of grants paid was €1,802.

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 2013 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €9,760 and £8,930 to ten surviving spouses and grants totalling £11,282 to seven retired clergy.

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

APPENDIX I

CHURCH FABRIC FUND – GRANTS ALLOCATED DURING 2013

Diocese	Church	Amount	
		£	€
Clogher	Clones		2,100
Derry	Carrick	16,400	
	Culmore	9,500	
	Templemore, Derry Cathedral	50,000	
Raphoe	Killea		250
	Moville Lower		3,150
Down	Ballynafeigh	8,500	
Connor	Carnmoney	3,900	
	Derrykeighan	13,250	
Kilmore	Ballymachugh		850
	Killoughter		2,250
Elphin	Kiltullagh		950
	Taunagh		1,300
Dublin	Donnybrook		5,000
	Glenageary		17,150
Glendalough	Blessington		2,900
	Newcastle		2,900
Meath	Kentstown		1,050
	Tullamore		800
Waterford	Killea		6,450
Cork	Templebreedy		11,350
Killaloe	Aghancon		1,600
		101,550	60,050

APPENDIX J

ARCHIVE OF THE MONTH 2013

January: The registers of Newtownbarry (Bunclody) Union transcribed and indexed by the Anglican Record Project.

February: Letters of Richard Mant, Bishop of Down, Connor and Dromore 1823–1848

March: The Church of Ireland Commemoration of St Patrick in 1932

April: Messiah and the choirs of St Patrick's and Christ Church Cathedrals, in Dublin

May: Killucan parish register 1696–1786, transcribed and edited by Andrew Whiteside

June: Closing in on our “Killaloe” lantern slide photographer

July: 1913 edition of the Irish Church Directory digitized

August: The Church of Ireland Gazette editions for 1913 fully searchable online

September: Commonplace Book of Alexander Lamiliere (1723-1800)

October: YWCA Ireland Papers catalogued: A treasure trove for social, charitable and cultural history

November: Derryloran Parish, County Tyrone baptisms and confirmations transcribed – the Anglican Record Project continues

December: Rare images of Belfast in 1912, through the lens of the Trinity College Mission

APPENDIX K

**ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE
REPRESENTATIVE CHURCH BODY LIBRARY, 2013**

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

1. ARCHIVES

(i) Parish Records

Annagh (Kilmore)

Drumlane: regs, vestry bk, conformation reg., 1829-2007

Ardagh (Ardagh)

Kilcommick: school photographs, 1948-50

Shrule: school photograph, 1909

Bailieborough (Kilmore)

Shercock: SS roll bk, 1885-1955

Baltinglass (Leighlin)

Stratford-on-Slaney: regs, 1804-2012

Belfast - St Andrew (Connor)

St Andrew: vestry bks, reg. of vestrymen, preachers' bks, 1908-70

Camus-juxta-Mourne (Derry)

Camus-juxta-Mourne: regs, vestry bks, reg. of vestrymen, accounts, preachers' bks,
1837-1915

Carlow (Leighlin)

Carlow: accounts, 1978-97

Staplestown: accounts, 1949-67

Cashel (Cashel)

Ardmayle: vestry bks, accounts, preachers' bks, 1815-1969

Athassell: baptismal reg., vestry bks, reg. of vestrymen, accounts, preachers' bks,
tithe bk, misc. papers, 1770-1979

Ballinlanders: baptismal regs, vestry bk, reg. of vestrymen, preachers' bks, 1863-
1920

Ballintemple: regs, vestry bks, reg. of vestrymen, accounts, preachers' bks,
confirmation reg., misc. papers, 1805-2003

Ballysheehan: reg. of vestrymen, accounts, 1870-1996

Cashel: regs, vestry bk, regs of vestrymen, preachers' bks,

Caherconlish: preachers' bk, 1915-28

Cahirorney: marriage reg., 1852

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Clonbeg: regs, vestry bks, accounts, preachers' bks, misc. papers, 1828-2007
Clonoulty: regs, vestry bk, reg. of vestrymen, preachers' bks, 1817-1976
Cullen: regs, vestry bks, reg. of vestrymen, preachers' bks, misc. papers, 1775-2008
Donohill: regs, vestry bks, accounts, preachers' bks, 1856-1960
Doon: regs, vestry bks, reg. of vestrymen, preachers' bks, 1790-1980
Galbally: regs, vestry bks, reg. of vestrymen, accounts, preachers' bks, misc. papers, 1807-1961
Grear: regs, vestry bks, reg. of vestrymen, preachers' bks, 1869-1974
Kilbehenny: baptismal reg., 1879-1919
Kilshane: baptismal reg., reg. of vestrymen, preachers' bks, 1883-1964
Knockraffon: marriage reg., 1914
Mogorban: vestry bks, accounts, preachers' bks, 1813-1967
Monard: preachers' bk, 1933-58
Moyaliffe: preachers' bk, 1930-74
Shanrahan: valuation of Clogheen union, 1833 & 1875
Shronell: vestry bks, reg. of vestrymen, misc. papers, 1757-1874
Templeineiry: regs, vestry bks, reg. of vestrymen, preachers' bks, 1875-1980
Tipperary: regs, vestry bks, reg. of vestrymen, accounts, preachers bks, 1779-2002
Toem: regs, 1803-77

Celbridge (Glendalough)

Newcastle Lyons: vestry bk, 1788-1988

Clooney (Derry)

Clooney: accounts, misc. papers, 1994-2009

Cork – St Fin Barre (Cork)

Holy Trinity: alms house account bk, 1868-1910

Crumlin (Dublin)

Chapelizod: reg. of vestrymen, preachers' bks, confirmation reg., architectural drawings, misc. papers, 1839-2012

Crumlin: vestry bks, banns, accounts, Sanctuary Guild records, misc. papers, photographs, 1757-2008

Kilmainham: annual reports, misc. papers, 1866-1990

Donoughmore (Glendalough)

Donoughmore: preachers' bk, 1953-91

Dunlavin: preachers' bk, 1968-2007

Ematris (Clogher)

Drum: reg. of vestrymen, 1938-79

Ferns (Ferns)

Ballycarney: preachers' bk, 1932-70

Ballymore: preachers' bks, 1869-90

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Ferns: preachers' bks, 1873-2002
Kilbride: preachers' bks, 1878-1946
Kilcormack: preachers' bks, 1887-1972
Tombe: preachers' bks, 1901-36

Holmpatrick (Dublin)

Balbriggan: regs, 1852-2005
Balrothery: burial reg., 1889-1961
Holmpatrick: regs, 1897-2007
Kenure: regs, 1867-2001

Kildare & Newbridge (Kildare)

Ballysax: regs, 1830-1994
Carnalway: regs, 1865-2012
Great Connell: regs, 1878-2013
Kilcullen: regs, 1840-2014
Morrinstownbiller: marriage reg., 1909-52

Killiney – Holy Trinity (Dublin)

Killiney – Holy Trinity: vestry bk, 1995-2004

Kiltegan (Leighlin)

Clonmore: marriage reg., 1957-75
Hacketstown: marriage reg., 1961-74
Kiltegan: marriage reg., 1988-2007
Moynes: marriage reg., 1957-70

Malahide (Dublin)

Malahide: accounts, annual reports, 1955-97

Omev (Tuam)

Ballinakill: reg. of vestrymen, 1967-2000
Moyrus Roundstone: misc. papers, 1843-1962

Rathdowney (Ossory)

Aghaboe: marriage reg., 1845-1955
Castle Fleming: marriage reg., 1899-1951
Donaghmore: marriage reg., 1845-1957
Rathdowney: regs, 1756-1954
Rathsaran: regs, 1810-1967

Rathmichael (Dublin)

Rathmichael: regs, vestry bks, preachers' bk, misc. papers, 1959-2007

Sandymount (Dublin)

Sandymount: trustees' corresp., parish magazines, 1990-2009

Stillorgan (Dublin)

Blackrock: marriage reg., 1960-2007

Stillorgan: regs, vestry bks, accounts, preachers' bk, annual reports, misc. papers, 1869-2007

Tullamore (Meath)

Killoughey: preachers' bk, reg. of church attendance, 1855-76

Waterford (Waterford)

Drumcannon: burial reg., graveyard plan, 1908-2001

Killea: preachers' book, 1964-2002

Whitechurch (Dublin)

Whitechurch: misc. papers, 2008-12

Youghal (Cloyne)

Ardmore: regs, vestry bk, preachers' bks, 1825-2007

Ballycotton: preachers' bk, 1972-91

Castlemartyr: marriage reg., preachers' bks, 1931-2006

Ightermurrough: vestry bk, preachers' bk, 1812-71

Kilcredan: marriage reg., 1847-1904

Killeagh: vestry bks, 1821-1923

Templemichael: preachers' bk, 1864-76

Youghal: marriage reg., vestry bks, reg. of vestrymen, accounts, preachers bk, confirmation reg., charity bk, misc. papers, 1739

(ii) Diocesan Records

Down & Connor: diocesan court papers, 1847-1910; Culloden House Fund account bk, 1898-1914; Kilmood Trust account bk, 1910-44.
From Church of Ireland House, Belfast.

Dublin: Committee for the International Community: minutes, papers, 2004-12
From Canon AHN McKinley

(iii) Cathedral Records

Cashel Cathedral: chapter bks, misc. papers, 1759-1995
From Very Revd PJ Knowles

St Patrick's Cathedral, Dublin: music mss
From St Patrick's Cathedral, Dublin

(iv) General Synod Records

Bishops' Appeal: minutes, newsletters, 1980-2012
Working Group on the Repeal of Ancient Statutes: files, 2007

2. MANUSCRIPTS

Acheson, Alan: sermon, papers, 1978-2004
From Dr Acheson, Canada.

Bartlett, Canon JR: sermons, 2013
From Canon Bartlett, Dalkey, Co. Dublin

Benson, Rev AJHT: papers rel. to his pamphlet, The Pope's Bull on Anglican Orders, 1886-1903
From Mr Ian Benson, Ashford, Kent.

Cashel Clerical Union: minutes, 1877-1959
Cashel & Waterford Clerical Society: minutes, 1959-2003
From Very Rev PJ Knowles, Cashel.

Coleraine Clerical Society: minutes, membership roll, 1894-1942
Connor Clerical Society: minutes, 1851-90
Down, Connor & Dromore Diocesan Library: minutes, papers, 1981-2002
Down, Connor & Dromore Temperance Society: minutes, 1966-75
Down & Dromore Clergy Wives Fellowship: minutes, 1960-94
Irish Churchmen's Fellowship: minutes, 1942-73
Ulster Innocent Victims Appeal Fund: papers, 1969-71
From Churchy of Ireland House, Belfast

Colton, Rt Rev Dr WP: sermons, 1995 & 2004-12
From Bishop Colton, Cork

Cooper, Canon CWM: sermons, 1962-2001
From David Griffin, Dublin.

Day, Dorothy: scrapbook. 1932-67
From SSSI, Dublin.

Dublin Parochial Association: account bks, papers, 1921-83
From Zion Rectory, Dublin

Duncan, Rev JJ: transcription of inscriptions at Kilconnell Abbey, co. Galway, 19th cent.
From Very Rev DL Sandes, Clifden.

The Representative Church Body – Report 2014

Enright, Canon JL: sermons, 1966-75
From Mrs Cherry Thompson, Blackrock, Co. Dublin.

Family bibles rel. to the Meredith and Ribton families, 1857-70
From Rev GWR Ryan, Sallins, Co. Kildare.

MacCarthy, Very Rev RB: letter from AA Luce, 1970
From Dr MacCarthy, Dublin.

Missions to Seafarers: minutes, reports, papers, 1983-2010
From Rev Dr CA Empey, Dublin.

Patton, Very Rev DH: letters of appointment, 1913-68
From Rev OH Williams, Carlow.

Portrush Clergy Refresher Course: minutes, accounts, programmes, corresp.,
photographs, 1935-97
From Canon Eric Kingston, Ballynahinch, Co. Down.

Protestant Orphan Society: minutes accounts, registers, 1864-2011
From Canon HC Mills, Monkstown, Co. Dublin.

3. PHOTOCOPIES

Skreen (Killala): copies of parish registers, 1862-1991
From Mr Gordon Birch

APPENDIX L

**FUNDS RECEIVED BY THE
REPRESENTATIVE CHURCH BODY IN 2013
FOR PAROCHIAL AND DIOCESAN ENDOWMENT ETC**

	€	£
Bishop Stearne's Charities		15,000.00
Blessington No. 1 School Fund	75,000.00	
Carter, Frederick		8,000.00
Church Mission Society Ireland		146,251.70
Despard, Rev Canon EH	70,000.00	
Elliott, George & Eileen	5,000.00	
Foy, Anna KE		4,729.45
Garden of Remembrance (addition)	6,562.51	
Governors of the Old Borough School	50,000.00	
Gunn, GIH (addition)		25,600.88
Healy, Vera	1,000.00	
Henry, Francis Bayly (addition)		377.96
Hunter, Lily		170.00
Ireland, Harry	350,000.00	
Kennedy, Mrs FJ		1,000.00
Keys, Gordon		360.00
Lennox Memorial Fund		275,374.02
McClure, E		4,081.10
McConnell, Thelma		500.00
Monaghan, Mr & Mrs Robert (addition)		100.00
Mothers Union of Ireland Centenary Fund (addition)	11,500.00	
Parish Funds Aghadowey (Derry)		65,000.33
Parish Funds Monaghan (Clogher)	64,767.82	
Parish Funds Mucknoe (Clogher)	40,000.00	
Parochial Funds Belfast St Nicholas (Connor) (addition)		115,000.00
Poole, Florence	2,655.15	
Proceeds of Organ Recitals		2,827.28
Robinson, Della		1,232.50
Russell, Aileen	58,295.00	
Sinnamon, BHI		5,942.43
Sommerville, Mervyn		1,000.00
Stewart, David		10,000.00
Sundry Trusts/Parish Funds Kildrumferton (Kilmore) (addition)	1,727.76	
Webb, Ven WP (addition)	2,524.00	
Williamson, WH		2,700.00
Wood, Eva		560.00
Wright, Billy	2,500.00	
	<hr/> 741,532.24	<hr/> 685,807.65

STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND FORTY-FOURTH ORDINARY SESSION 2014

Standing Committee - 2014

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

HONORARY SECRETARIES OF THE GENERAL SYNOD

The Ven 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

Rev Gillian Wharton, The Rectory, Cross Avenue, Booterstown, Blackrock, Co Dublin

ASSISTANT SECRETARY – Mrs Janet Maxwell

SYNOD OFFICER – Mr Garrett Casey

OFFICE

Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Telephone No +353 1 4978422

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E-mail synod@rcbdub.org

Standing Committee - 2014

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Standing Committee - 2014

1. SUMMARY

Some significant matters dealt with during the period 13 March 2013 to 11 March 2014 were:

- A meeting between representatives of the Church of Ireland and the Irish Government in April 2013;
- A submission to the Joint Oireachtas Committee on Health and Children on Abortion;
- An ongoing engagement with Girlguiding Ulster and Girlguiding UK on their new promise.

2. NAMES AND ATTENDANCE OF MEMBERS

Ex-officio Members

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

4/5	μ	Ven Robin Bantry White
6/6		Ven George Davison
6/6		Mr Samuel Harper
6/6		Mrs Ethne Harkness
1/1	μ	Rev Gillian Wharton

ELECTED MEMBERS

Armagh	5/6	Rev Brian Harper
	5/6	Rev Shane Forster
	4/6	Mr Paul Bruce
	0/6	Mr Adam Pearson
Clogher	3/6	Rev Canon John Stewart
	6/6	Rev Canon Bryan Kerr
	6/6	Mr Walter Pringle
	6/6	Mr Glenn Moore
Derry & Raphoe	5/6	Rev Canon Henry Gilmore
	5/6	Ven Robert Miller
	4/6	Mrs Wendy Donaghy
	2/6	Mr Kenneth Witherow
Down & Dromore	0/1	* Ven Philip Patterson
	4/6	Rev Kevin Graham

Standing Committee - 2014

	3/4	α	Ven Roderic West
	5/6		Mrs Hilary McClay
	6/6		Mr Andrew Brannigan
Connor	5/6		Rev Dr Alan McCann
	5/6		Rev Trevor Johnston
	6/6		Mr Roy Totten
	5/6		Mrs Pauline High
Kilmore, Elphin & Ardagh	5/6		Very Rev Raymond Ferguson
	6/6		Ven Craig McCauley
	2/6		Mr Alan Williamson
	4/6		Mrs Brigid Barrett
Tuam, Killala & Achonry	4/6		Ven Alan Synnott
	2/6		Very Rev Gary Hastings
	6/6		Mr Denzil Auchmuty
	0/6		Ms Karen Duignan
Dublin & Glendalough	4/5	μ	Rev Gillian Wharton
	6/6		Rev Stephen Farrell
	5/6		Ms Ruth Handy
	1/6		Mr Gregory Fromholz
Meath & Kildare	6/6		Rev Peter Rutherford
	4/6		Rev Canon Lynda Peilow
	6/6		Mrs Joan Bruton
	4/6		Mr Ronan McKenna
Cashel, Ferns & Ossory	4/6		Very Rev Katharine Poulton
	3/6		Rev Canon Robert Gray
	5/6		Mr Cecil Wellwood
	3/6		Ms Hazel Corrigan
Cork, Cloyne & Ross	5/6		Very Rev Christopher Peters
	5/6		Rev Adrian Wilkinson
	5/6		Mr Wilfred Baker
	3/6		Mr Gordon Benn
Limerick & Killaloe	2/6		Rev Jane Galbraith
	5/6		Rev Canon Stephen Neill
	6/6		Mr Adrian Hilliard
	3/6		Mr Edward Hardy

Standing Committee - 2014

Co-opted Members

Rev Dr Maurice Elliott	6/6	Rev Andrew Forster	4/6
Mr Andrew McNeile	5/6	Rev Dorothy McVeigh	2/6
Ven Richard Rountree	5/6	Rev Pat Storey	^ 3/4
Miss Catherine Turner	4/6	Rev Alison Calvin	β 1/1

The Chief Officer of the Representative Church Body is entitled to attend and speak at meetings of the Standing Committee. The Assistant Secretary of the General Synod is also entitled to attend and to speak at meetings.

*The Ven Philip Patterson died on 5 May 2013.

α The Ven Roderick West was elected to succeed the Ven Philip Patterson in September 2013.

^The Most Rev Pat Storey was consecrated Bishop on 30 November 2013.

β The Rev Alison Calvin was elected to succeed the Most Rev Patricia Storey as a co-opted member at the January 2014 meeting.

μ The Rev Gillian Wharton was elected to succeed the Ven Robin Bantry White as Honorary Secretary of the General Synod at the March 2014 meeting.

COMMITTEES OF THE STANDING COMMITTEE

FINANCE AND ARRANGEMENTS SUB-COMMITTEE

Mr Wilfred Baker
Rev Shane Forster
The Honorary Secretaries

LEGAL ADVISORY COMMITTEE

The Hon Mr Justice Declan Budd	Mr William Prentice
His Honour Judge Tom Burgess	His Honour Judge Derek Rodgers
The Rt Hon Sir Anthony Campbell	His Honour Judge Alistair Devlin
Mr Michael Davey	The Hon Mr Justice Benjamin Stephens
Mr Lyndon MacCann SC	Mr John Wilson QC
The Hon Mrs Justice Catherine McGuinness	

PRIORITIES FUND COMMITTEE

Mr Roy Totten	Ven George Davison
Mrs Joan Bruton	Mr Samuel Harper
Rev Andrew Forster	Mr Glenn Moore
Rev Adrian Wilkinson	Rev Canon Stephen Neill
Mrs Brigid Barrett	

Standing Committee - 2014

BUDGET SUB COMMITTEE

Mr Wilfred Baker
Mr Samuel Harper
Ven George Davison

Mr Roy Totten
Rt Rev John McDowell

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

Rt Rev Michael Burrows (resigned Jan 2014)
Rt Rev Patrick Rooke
Rt Rev Ferran Glenfield (from Jan 2014)
Rev Canon Jonathon Pierce

Mr William Kingston
Mr Albert Smallwoods
Rev Canon Noel Regan
Ms Ruth Handy

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

The Hon Mr Justice Declan Budd
His Honour Judge Tom Burgess
The Rt Hon Sir Anthony Campbell
The Rt Hon Lord Justice Paul Girvan
Mr Patrick Good QC

Mr Lyndon MacCann SC
The Hon Mrs Justice Catherine Mc Guinness
Mr Ronald Robbins
The Hon Mr Justice Benjamin Stephens
Mr John Wilson QC

3. ABORTION

In January 2013, the Standing Committee established a Working Group on Abortion to prepare any response to the proposed Protection of Life in Pregnancy Bill 2013 that the Oireachtas was considering. The membership of the working group comprised:

The Archbishop of Dublin;
The Hon Mrs Justice Catherine McGuinness;
Rev Daniel Nuzum;
Ms Joy Gordon;
Rev Dr Rory Corbett;
Mr Samuel Harper;
Ms Hilary Prentice;
Rev Adrian Dorrian.

The working group prepared a response to the proposed Bill which was submitted to the Joint Oireachtas Committee on Health and Children during their deliberations. The working group welcomed much of the Bill but expressed concerns over the sanctions proposed discouraging women returning from having had abortions in England from seeking medical help. It also noted the importance of having an independent audit. The full submission appears in Appendix A to this report on page 212.

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As this working group had substantially completed its work with this submission, the Standing Committee voted to disband the group.

In December 2013, the Minister of Justice, Mr David Ford MLA announced a consultation on Abortion law in Northern Ireland.

4. APPOINTMENTS

During the period covered by this report, the Standing Committee made the following appointments.

Irish Council of Churches AGM
(Arklow Co Wicklow, April 2014)

Most Rev Dr Michael Jackson
Most Rev Patricia Storey
Rt Rev Michael Burrows
Rt Rev John McDowell
Very Rev Dermott Dunne
Rev Canon David Crooks
Rev Canon Ian Ellis
Rev Daniel Nuzum
Rev Ása Björk Ólafsdóttir
Rev Darren McCallig
Rev David Mungavin
Rev Nigel Sherwood
Rev Niall Sloane
Dr Kenneth Milne
Mrs Roberta McKelvey
Ms Ruth Handy
Mr Samuel Harper
Ms Uta Raab
Ms Julie Bell
Mr Raymond Kettyle

Conference of the Methodist Church
(Dublin, June 2014)

Rt Rev Harold Miller
Rev Ása Björk Ólafsdóttir

General Assembly of the Presbyterian
Church
(Belfast, June 2014)

Rt Rev John McDowell
Rev Canon Ian Ellis

Religious Society of Friends
(Dublin, April 2014)

Dr Kenneth Milne and/or
Mr Samuel Harper

Standing Committee - 2014

Mr Lyndon MacCann (appointed by the RB);
Mrs Ethne Harkness (appointed by the Standing Committee);
Rev Andrew Forster (appointed by the Standing Committee);
Mrs June Butler, Diocesan Secretary for Down and Dromore and Connor.

The report of the Charities Registration Monitoring Group can be found in Appendix D on page 246.

10. CHILDRENS' MINISTRY NETWORK

A report from the Children's Ministry Network can be found in Appendix E on page 249.

11. CHURCH AND SOCIETY COMMISSION

The Church and Society Commission's report can be found in Appendix F on page 251.

12. CLERGY PENSIONS LEVY

In September 2013, the Standing Committee adopted a resolution on the recommendation of the Representative Church Body that in accordance with section 34 of Chapter XIV of the Constitution, the rate of levy to be paid by each diocese towards the cost of securing the solvency of the Clergy Pensions Fund from 1 January 2014 be set at 13% of the Minimum Approved Stipend in force at 1 January 2014.

13. COMPLAINTS AND DISCIPLINARY PROCEDURE

In April 2013, the Standing Committee received a report from the Consultation with members of the Complaints Committee and Disciplinary Panel. On the proposal of the Honorary Secretaries, two questions were referred to the Legal Advisory Committee. The questions and the Legal Advisory Committee's response can be found in Appendix G on page 259.

The Standing Committee also approved a proposal that the Honorary Secretaries conduct a further review of the Complaints and Disciplinary procedure in 2016.

14. DISBANDMENT OF WORKING GROUPS

In November 2013, the Standing Committee noted that the work of the EU Single Farm Payment Working Group, the Inter-Church Peace Programme Group, the Working Group on Abortion and the Charity Commission NI Consultation Group was essentially completed. It acknowledged with thanks the work of the members of the working groups on behalf of the Standing Committee and the Church of Ireland and resolved that they be disbanded.

15. DIVERSITY AND PARTICIPATION IN DIOCESAN AND CHURCH DECISION MAKING BODIES

In accordance with the General Synod resolution in 2013, in January 2014 the Standing Committee discussed its composition with a view to ‘expanding the diversity of participants to reflect the membership of the Church in terms of age, gender, geographical location, experience and recently arrived migrant groups.’

The election process for Standing Committee results in a body with a diversity of ages, geographical locations and experience. The issues of gender balance and recently arrived migrant groups provided the main focus of discussion at Standing Committee. The Bishops were encouraged to draw attention to the issues at the forthcoming triennial elections.

16. GENERAL SYNOD 2015

The Honorary Secretaries recommended that the 2015 General Synod take place in Armagh City Hotel, Armagh. The Standing Committee accepted this recommendation and accordingly, the 2015 General Synod will take place in Armagh from Thursday 7 May 2015 to Saturday 9 May 2015.

17. GENERAL SYNOD/STANDING COMMITTEE FINANCES

In September 2013, the Budget Sub-Committee presented its report to the Standing Committee. The report was accepted by the Standing Committee. The Sub-Committee renewed its appreciation to committees for their efforts to contain expenditure.

18. GENERAL SYNOD ROYALTIES FUND

During the year the following allocations were made from the Royalties Fund:

- €1,200 to Columba Press to support the publication of Lent with Saint John’s Gospel by the Very Rev John Mann;
- €1,000 to the Irish Traditional Music Archive to support the publication of Tunes of the Munster Pipers which includes a study of the Rev James Goodman, Rector of Abbeystrewry and Professor of Irish at TCD;
- €15,000 to the Synod Department to undertake further research in respect of the copyright management and contractual issues related to the production of the Hymnal Supplement and associated products;
- €3,000 to Columba Press for the production of a Biography of Bishop Donald Caird by Aonghus Dwane.

19. GIRLGUIDING ULSTER/GIRLGUIDING UK

During 2013, Girlguiding UK took the decision to change its promise by removing the words ‘to love my God’ and replace them with ‘to be true to myself and develop my

Standing Committee - 2014

beliefs.’ The change took effect from 1 September 2013. At the September Standing Committee, the following resolution was adopted:

That, the Standing Committee of the Church of Ireland conveys to Girlguiding Ulster and Girlguiding UK the following statement:

‘The Church of Ireland wishes to convey to Girlguiding Ulster and Girlguiding UK the high value it places on their work with children and also the partnership between the Church and Guiding through the provision of premises, leadership and other support.

However we are deeply concerned that, as of 1st September 2013, all new members and leaders will be expected to make a new promise ‘To be true to myself and develop my beliefs’, replacing the previous promise to ‘love my God’. We regard the words in the promise ‘To be true to myself’ as falling far short of Christian values and therefore cannot support this promise being used.

We request that Girlguiding Ulster and Girlguiding UK, as soon as possible, provide its many children and leaders from a Christian background the option to make a promise to serve God.

In addition, we request that no Church of Ireland based Guiding unit compel its new members to make this new promise containing the wording ‘to be true to myself’.

In November 2013, a group consisting of the Bishop of Down and Dromore, the Honorary Secretaries of the General Synod and others met with representatives of Girlguiding Ulster and Girlguiding UK to express the concerns of the Church in relation to the new promise. Discussions continued over the Christmas period. The Church has also discussed the matter with the Presbyterian and Methodist Churches. The Honorary Secretaries emailed clergy in Northern Ireland about developments in January 2014 and updated them further in the lead up to Thinking Day. At the time of writing, the matter is unresolved.

20. HISTORICAL CENTENARIES WORKING GROUP

The report of the Historical Centenaries Working Group is included as Appendix H on page 260.

21. HISTORIOGRAPHER’S REPORT

A report from the Church of Ireland Historiographer, Dr Kenneth Milne, is included as Appendix I on page 262.

22. HUMAN SEXUALITY IN THE CONTEXT OF CHRISTIAN BELIEF

The Select Committee on Human Sexuality in the Context of Christian Belief was established pursuant to a General Synod resolution in 2013. Its report appears separately from the Standing Committee report on page 405. In accordance with the resolution, the Standing Committee received a report from the Select Committee in November 2013 and at the time of writing anticipates receiving another in April 2014. In January 2014, the Select Committee appointed the Very Rev John Mann as its chair.

23. IRISH CHURCHES PEACE PROJECT

In November 2012, the Standing Committee approved the participation of the Church of Ireland in the Irish Churches Peace Project. The project is funded by the Special EU Programmes Body PEACE III programme and is a partnership of the Church of Ireland, the Presbyterian Church in Ireland, the Methodist Church in Ireland, the Roman Catholic Church in Ireland and the Irish Council of Churches. The Standing Committee also appointed the Bishop of Clogher and the Rev John McClure to the Steering Committee of the Peace Project.

A report from the Irish Churches Peace Project appears in Appendix J on page 264.

24. 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 2014.

At its meeting of 17 September 2013, the Standing Committee heard a submission by Mr Robert Neill, Chairman of the Executive of the Representative Church Body detailing the background to the RCB's recommendations.

The Standing Committee approved the recommendations of the Representative Church Body with the adoption of the following resolution:

That, in accordance with Section 51 (1) of Chapter IV of the Constitution of the Church of Ireland, Minimum Approved Stipends shall be as follows with effect from 1 January 2014:

- (a) no stipend shall be less than £26,788 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.*

Standing Committee - 2014

(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>

25. NORTHERN IRELAND COMMUNITY RELATIONS WORKING GROUP

In the light of important developments in Northern Ireland regarding community relations, the Standing Committee established a Northern Ireland Community Relations Working Group in September 2013. The group comprises:

The Bishop of Down and Dromore (Chairman);
The Bishop of Clogher;
The Ven George Davison;
Rev Barry Forde.

The group was tasked with responding to consultations and developments on the issue of community relations in Northern Ireland (including the Northern Ireland Executive's new 'Together: Building a United Community' policy document and the forthcoming multi-party talks) and to act as a liaison and support to the Primate in this area. The Working Group may consult as it deems necessary and issue statements and papers on its own behalf or (with the prior approval of the Standing Committee) on behalf of the Church of Ireland.

In January 2014, the Working Group presented a paper on 'Together: Building a United Community', a strategy document prepared by the Office of the First Minister and the Deputy First Minister (OFMDFM). The Standing Committee approved the document with a number of suggested amendments.

Also in January 2014, the Standing Committee appointed the Rev Adrian Dorrian as an additional member of the Working Group on its recommendation.

The report of the Northern Ireland Community Relations Working Group appears as Appendix K on page 265.

26. PARISH DEVELOPMENT WORKING GROUP

The report of the Parish Development Working Group can be found in Appendix L on page 267.

27. PASTORAL RECONCILIATION AND MEDIATION

In 2012, the General Synod adopted a resolution which stated that ‘Standing Committee shall establish a sub-committee to prepare guidelines on pastoral reconciliation, mediation and arbitration for the use of the Church of Ireland in accordance with the recommendations of the Report presented to the General Synod by the Standing Committee in May 2012 and to make recommendations on the future of the Severance Fund.’

In September 2012, acting on that resolution, the Standing Committee appointed the following to ‘the Pastoral Reconciliation and Mediation Sub-committee’, the (then) Bishop of Meath and Kildare, the Bishop of Derry and Raphoe, Mr Samuel Harper, Ms Ruth Handy, the (then) Rev Pat Storey and the Rev Gillian Wharton.

The group made an interim report to the Standing Committee in April 2013 (too late for the 2013 Book of Reports). Their preliminary recommendations were that the Severance Fund not be confined to circumstances warranting permanent cessation of Ministry, the availability of training in conflict-handling, a greater role for Rural Deans and/or Archdeacons and informal peer-mentoring. The group also emphasised the importance of recognising a common responsibility on the part of clergy and laity alike in avoiding conflict situations arising.

The group has met twice subsequent to the General Synod and has considered a code of practice for encouraging a healthy group dynamic at Select Vestry. The group has also considered the difficulty that arises when mediation has been sought when the conflict is at an advanced stage and the relevant parties are entrenched in their positions.

The group made a second report to the Standing Committee in March 2014 and presented their work on a code of practice and stages of conflict. It announced that the members of the group felt that its work risked overlapping with work being undertaken at the instigation of the House of Bishops and accordingly, the group intended to take a step back while this work was completed.

28. 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 2014.

Standing Committee - 2014

At its meeting of 17 September 2013, the Standing Committee heard a presentation by Mr Robert Neill, Chairman of the Executive Committee of the Representative Church Body detailing the financial background to the RCB's and the Church of Ireland Clergy Pensions Trustee Limited's recommendations.

The Standing Committee approved the recommendations of the Representative Church Body by adopting the following resolution:

That as recommended by the Representative Church Body and the Trustee, in accordance with Section 2 of Chapter XIV of the Constitution of the Church of Ireland, Pensionable Stipend shall be as follows with effect from 1 January 2014:

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

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

29. PRIORITIES FUND

- (a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2014:

ALLOCATION OF GRANTS FROM 2013 PRIORITIES FUND

Ministry

€

Diocese of Cashel, Ferns and Ossory Adult Education Projects – Funding for the development of faith formation and lay ministry programmes, for ministerial outreach in the diocese and its neighbouring dioceses

2,000

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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) – Fourth year	65,000
The Church’s Ministry of Healing (NI) – To assist with the establishment of Christian healing ministries, in isolated rural and urban communities – (Stg£5,000 per year for 2 years) – Second year	6,023
The House of Bishops – To support continuing ministerial education in the dioceses	40,000
Young Adults’ Ministry (Dublin and Glendalough) – Funding for a new initiative to form, innovate, grow, train, serve, network and build community and ownership of faith and mission among the ‘New Influencers’, to cultivate diocesan and national renewal	3,000
Sub-total	€116,023
Retirement	
C of I Clergy Pensions Fund – Additional income for most needy – (Stg£1,125)	1,355
Sub-total	€1,355
Education	
Ashton School Chaplaincy, Cork – Funding to furnish the school chapel with a communion table and lectern, and install a sound system	2,800
Innovista, Dublin – To provide seed funding for the development of RISE as a teenage leadership programme, equipping teenagers to bring positive change to their communities	1,500
Recorded Church Music Committee – Funding for the publication of a hardback resource guide/reference book, on the use and choice of relevant hymns from the church hymnal and the proposed supplement – (Stg£2,500)	3,011
Search – A Church of Ireland Journal – Funding to rebrand, redesign and refresh the Search Journal	1,800
Solas Project, Dublin – Financial assistance for a programme for young offenders, delivered in prisons and carried through to post release support, including mentoring and skills building	13,500
St Andrew’s Church, Ballysally (Connor) – To assist with the development of the S.A.F.E. (Schools and Families Education) Programme, to connect children, families, schools, church and parish – (Stg£10,000 – First year : Stg£5,000 – Second year : Stg£3,000 – Third year) – First year	12,045

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Summer Madness (NI) – Seed funding for ‘Catalyst’, a new Christian festival for the 20 – 30 age bracket – (Stg£8,000)	9,636
Sunday School Society for Ireland – Funding to increase localised Sunday Club leaders training nationally	2,500

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

BK Banter/Dynamik, Tamlaghtfinlagan Parish (Derry) – Financial assistance to establish a library for our youth groups – (Stg£500)	602
C of I Youth Department – Financial assistance for a three year volunteer support programme – (Stg£5,000 per year for 3 years) – Second year	6,023
Clogher Diocesan Council – Funding for a three year project called ‘The Streams Project’, to integrate young people throughout the diocese into their parish church, life and witness – (Stg£7,000 – First year : Stg£5,000 – Second year) – First year	8,432
Impact Youth, St Mary’s Parish, Ballybeen (Down) – Funding to support the work of Impact Youth, in providing a safe and exciting place for local young people – (Stg£2,000)	2,409
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) – Third year	3,614
Mostrim Group of Parishes (Ardagh) – To assist financially with the development of family and youth ministry, within the group of parishes	2,000
‘Transformers’, Ardstraw Parish Church (Derry) – Funding to enable the creation of a youth project, to serve and reach out to unchurched young people in the Newtownstewart area – (Stg£10,000 – First year : Stg£3,000 – Second year : Stg£2,000 – Third year) – First year	12,045
Sub-total	<hr style="border: 0.5px solid black;"/> €81,917

Community

Beacon Ministries Limited (NI) – Funding for the provision of an outreach programme to families in our community – (Stg£10,000 – First year : Stg£6,000 – Second year) – First year	12,045
Diocese of Cashel, Ferns and Ossory Committee for Social Affairs – Financial support for the setting up of a new initiative within the dioceses, which aims to address social issues and stress, caused by rural isolation and the economic downturn	1,000

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Discovery Gospel Choir (Dublin and Glendalough) – Funding to increase outreach to the local intercultural community in Dublin, by initiating a children’s Gospel Choir, facilitating a parent’s Bible study and developing a diocesan clergy booklet on creating an intercultural church	3,000
St Catherine’s (CORE) Church (Dublin) – To assist financially with three projects, to allow St Catherine’s Church become a resource for the wider community	7,000
St John’s Parish, Stoneyford (Connor) – Funding for the purpose of overcoming sectarianism and parading issues in Stoneyford, by working in partnership with community stakeholders and certain groups in particular – (Stg£10,000 – First year : Stg£5,000 – Second year : Stg£5,000 – Third year) – Third year	6,023
St Nicholas’ Schola Cantorum (Tuam) – To assist financially with the setting-up costs of the Schola Cantorum school of singers, enabling further development and activities	7,000
Trinity – The Gospel Choir of Waterford (Waterford) – Provide seed capital for the formation and initial training of an ecumenical Gospel Choir	2,000
Willowfield Parish Church (Down) – To assist financially with a project, helping people with learning disabilities and men with addictions, to be better integrated into church life – (Stg£10,000 – First year : Stg£5,000 – Second year) – First year	12,045
Sub-total	€50,113
 Areas of Need	
Connor – St Anne’s Cathedral, Belfast – To assist with the capital cost of a minibus, for use in a cross community schools’ programme called ‘Choir School’ – (Stg£12,000)	14,454
Derry – Urney Parish – Funding for the purchase of equipment for outreach activity, for the benefit of the whole community – (Stg£2,000)	2,409
Down – Belvoir Parish Church – Funding for the redevelopment of church rooms, to facilitate evangelism and mission to the wider community – (Stg£4,000)	4,818
Down – Boring Wells – Parish of Ballymacarrett – Financial assistance for the provision of a cooking/baking facility, within an emergency food bank project in inner east Belfast – (Stg£5,000)	6,023
Elphin – Lissadell Parish – Financial assistance towards the completion of the refurbishment of the Lissadell Centre, to make it a viable and comfortable resource for ministry	20,000
Ferns – Enniscorthy Church Institute – To assist with the cost of the refurbishment of the Church Institute building, for use as a parish hall and wider community activities	5,000

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Lismore – Lismore Parish Hall – Funding to equip the newly restored hall, for outreach activities in the community	10,000
Ossory – St John’s Church, Kilkenny – Funding for the provision of equipment for a Sunday School/Youth/Parish room	1,000
Sub-total	€63,704

Outreach Initiatives

Bangor Parish Church (Down) – Seed funding for an outreach programme ‘Building for Life’ – (Stg£10,000)	12,045
Christ Church Development, Clifden (Tuam) – Funding for the development of the church building, to enhance its flexibility as an asset for the whole local community of Connemara, while retaining its role as a place of worship	10,000
Grouped Parishes of Christ Church, Culmore, Muff and St Peter, Londonderry (Derry) – Financial support for a project, which will enable the church to continue to play a leading role in reconciliation – (Stg£5,000)	6,023
Holy Trinity Church, Dromore (Clogher) – Funding to establish and open a CAP (Christians Against Poverty) Centre – (Stg£9,000 – First year : Stg£7,500 – Second year : Stg£5,000 – Third year) – Second year	9,034
Holy Trinity Church, Woodburn (Connor) – Financial assistance for a technology refresh of the computer suite, for the purpose of community outreach – (Stg£2,500)	3,011
Mount Merrion Parish Church (Down) – Provision of funding in support of outreach projects, to transform the local community – (Stg£10,000 – First year : Stg£5,000 – Second year) – First year	12,045
Parish of Camus-Juxta-Mourne, Strabane (Derry) – Financial assistance for ‘The Light House’, a new project to facilitate mission and outreach – (Stg£4,000)	4,818
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) – Third year	6,023
St Brigid’s the Braniel Mission Area (Down and Dromore) – Seed funding for the mission area, to build a new church congregation among the many young families who have no church connection – (Stg£15,000 – First year : Stg£6,000 – Second year) – First year	18,068
St Hilda’s Church, Kilmakee (Connor) – Financial assistance for various outreach programmes, to reach out into the community – (Stg£3,000)	3,614

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St Lurach's Parish, Maghera (Derry) – Funding for 'The Rectory Walled Garden Project' – a holistic missional outreach programme – (Stg£5,000)	6,023
St Mary's Parish, Ballybeen (Down) – Financial assistance for the programme 'Silver Threads', a weekly lunch club for the over 60's – (Stg£500)	602
St Mary's Parish, Ballybeen (Down) - Seed funding to assist with the development of a men's weekly drop-in – (Stg£1,000)	1,205
St Patrick's Church, Ballymoney (Connor) – To assist financially with the establishment of a Parish Caring Association, to deliver a range of services to the wider community – (Stg£5,000 – First year : Stg£5,000 – Second year) – First year	6,023
St Paul and St Barnabas Parish, Belfast (Connor) – Funding to consolidate three projects currently underway, throughout 2014 – (Stg£3,000)	3,614
St Paul's Caring Group, Lisburn (Connor) – Seed funding to assist with the expansion of community outreach, with a particular focus on youth and young families – (Stg£8,000)	9,636
The Dioceses of Limerick and Killaloe Board of Mission – Funding for an ecumenical project, 'Justice for All and Reconciliation between All', for the people of Rathkeale, Co Limerick	6,250
The Dock, Belfast – Financial assistance for ministry in three areas, with huge potential for growth among unchurched students, in the Titanic Quarter – (Stg£15,000)	18,068
Sub-total	€136,102
Innovative Ministry in a Rural Context	
Nohoval Parish Church (Cork) – To assist financially with alterations to the 'Upper Room' in Nohoval Parish Church, for ministry and outreach to the parish and wider village community	10,000
Parish of Errigal and Desertoghill (Derry) – To assist financially with a project 'Transforming our Community – Radiating Christ' – (Stg£6,000 – First year : Stg£4,000 – Second year) – Second year	4,818
The Church Lads' and Church Girls' Brigade (NI) – Funding to create the facilities to expand the organisation into various rural communities – (Stg£3,000)	3,614
Tullow Group of Parishes (Leighlin) – Financial assistance for an outreach project to an isolated rural community, particularly young men, through sporting activities	5,000
Sub-total	€23,432
Total Allocated	€472,646

Sterling grants have been converted to Euro using the 2013 end of year rate of 0.8302.

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Accounts for the year ended 31 December 2013 are included as Appendix M on Page 269
Contributions to the Fund do not close until the end of February. The amount actually received by 28 February 2014 was €521,499.

Following a recommendation from the Priorities Fund Committee, the Standing Committee in March 2014, agreed that diocesan targets for contributions to the 2015 Fund should be increased by 1%.

30. WORKING GROUP ON DISABILITY

During the year, the Rev William Murphy stepped down as Chairman of the Disability Working Group. The Rev Jennifer McWhirter was appointed in his place. The Honorary Secretaries would like to acknowledge the contribution of the Rev William Murphy to this important work.

The report of the Working Group on Disability can be read in Appendix N on page 275.

31. OBITUARIES

The following members died since the last session:

The Ven Philip Patterson, Diocese of Down and Dromore
Dr Donald Davison, Diocese of Connor
Mrs Fay Anderson, Diocese of Armagh
Mrs Helen Livingstone, Diocese of Down
Dr Valerie Jones, Diocese of Dublin

APPENDIX A

PROTECTION OF LIFE DURING PREGNANCY (HEADS OF) BILL 2013 - REQUEST FOR SUBMISSIONS

Submission by the Working Group of the Standing Committee of the Church of Ireland

Introduction

The Church of Ireland welcomes the invitation to contribute to the *PROTECTION OF LIFE DURING PREGNANCY (HEADS OF) BILL 2013*. As outlined in our submission to the Joint Committee on Health and Children on 10 January 2013 the Church of Ireland is a Synodical Church where the development of policy is guided by prayerful consideration and discussion of bishops, clergy and laity. The Standing Committee of the General Synod established a working group to make any submissions to the Government or an Oireachtas Committee should the need arise. This submission therefore is submitted in the names of the Working Group on behalf of the Church of Ireland.

The working group has considered the material in the *PROTECTION OF LIFE DURING PREGNANCY (HEADS OF) BILL 2013* and makes the following submission to the Oireachtas Joint Committee on Health and Children for consideration.

Following the Executive Summary this submission will comment on a ‘head by head basis’ as requested.

The introduction, Executive Summary, Comment on heads of Bill and the Addendum should be considered as one document.

The Church of Ireland as a province of the Anglican Communion of Churches affirms the report adopted at the Lambeth Conference, 1958 which states “In the strongest terms, Christians reject the practice of induced abortion ... which involves the killing of a life already conceived.... save at the dictate of strict and undeniable medical necessity”

The position of the Church of Ireland on abortion is summarised in the addendum to this paper which includes excerpts from previous submissions to Oireachtas Committees. We recognise, however, that the decision in the *AB & C v Ireland* case and the decision of the Government to progress the matter through a combination of legislation and regulation had

‘moved the issue on’ somewhat and thus we will confine most of our submission to the Heads of Bill as requested.

It will suffice to say that the Church of Ireland opposes abortion in principle but recognises that there are exceptional cases of ‘strict and undeniable medical necessity’ where it is and should be an option. There would be a wide variety of sincerely held and conscientious views within the Church as to what constitute such ‘exceptional cases’ but there would be agreement that these include cases where the continuation of the pregnancy poses a risk to the life of the mother.

In all cases the Church of Ireland affirms the importance of sensitive pastoral care for mothers, their partners and their unborn baby. We recognise that, when faced with the possibility of terminating a pregnancy, parents and medical professionals are involved with emotive and complex issues and wrestle with ethical values and principles concerning human life. As a Church, our care is modelled on the compassion and unconditional love that God in Jesus Christ offers to all. This love supports our position that cherishes the lives of all yet recognises that at times the complexities of life present us with difficult choices and where such choices have to be made in cases of ‘strict and undeniable medical necessity’ that termination of pregnancy is sadly an option that must be considered. In addition to our care for parents and their unborn baby, our care also extends to all healthcare professionals who deserve support when faced with difficult decisions such as this.

Executive Summary

1. The Church of Ireland welcomes the invitation to contribute to the *PROTECTION OF LIFE DURING PREGNANCY (HEADS OF) BILL 2013* and welcomes the decision of Government to proceed towards legislation and regulation in this area.
2. The Church of Ireland emphasises the right to life and this includes the right of the unborn.
3. The Church of Ireland opposes abortion in principle but acknowledges that there are exceptional cases of ‘strict and undeniable medical necessity’ where it is and should be an option. There is a variety of opinion within the Church of Ireland on what constitutes ‘exceptional cases’ but agreement that it includes circumstances where the continuation of the pregnancy poses a real and substantial risk to the life of the mother.
4. In the context of the Church of Ireland’s previous comments on abortion about the need for legal clarity, it is agreed that the position in the State at present is very unclear and unsatisfactory, and unfair to pregnant women and medical professionals

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who deserve to be able to make critical, clinical decisions in a secure and well regulated medical framework. Accordingly, the decision by the Government to seek to provide clarity on the issue is welcome.

5. It is agreed that where there is a strict and undeniable medical necessity requiring the ending of a pregnancy at a later stage, where possible, this should be done in a manner that preserves the life of the unborn, without compromising the life of the woman. This diagnosis should be made expeditiously and should be formally notified to the woman. This will require legislation as medical council guidelines on their own will not necessarily have this effect.
6. Special provision should be made for emergency situations where the continuation of the pregnancy occasions a risk to the mother's life that is real, substantial and imminent.
7. The Church has previously urged the Government to adopt a legislative and regulatory approach which will allow for easier alteration in the light of changes in medical science. Accordingly, the Government decision to do so is welcome.

**HEADS OF BILL
PROTECTION OF LIFE DURING PREGNANCY BILL 2013**

HEAD 1 – INTERPRETATION

We welcome:

- that where termination of pregnancy is required “in strict and undeniable medical necessity” that it will be only allowed in the 19 public obstetric facilities in the State, except in cases of emergency.
- that there will be adequate regulation, registration, quality control and audit of each facility carrying out termination of pregnancy.
- that the decision to carry out a termination of pregnancy will be taken at a senior clinical level and through reasonable opinion that has due regard for both the life of a pregnant woman and her unborn baby.

HEAD 2 – RISK OF LIFE FROM PHYSICAL ILLNESS, NOT BEING A RISK OF SELF DESTRUCTION

Subhead 1

We suggest:

- that greater clarity is given as to how certification may come about and that Clinical Practice Guideline(s) are drawn up as a matter of urgency in this area by the professional medical colleges.

We welcome:

- that greater clarity would be given to medical practitioners concerning the timing of intervention in line with the X Case “that the risk to the woman’s life is inevitable or immediate”.
- that two senior clinicians would be involved in the assessment and certification process.

We welcome the protection given to the autonomy of the woman to refuse a termination.

We would like consideration to be given to the place of birth in situations where a baby is close to or beyond viability and believe that, notwithstanding an emergency, such situations should be referred to an obstetric unit that has a neonatal intensive care facility and that the expertise of a Consultant Neonatologist should be sought.

HEAD 3 – RISK OF LOSS OF LIFE FROM PHYSICAL ILLNESS IN A MEDICAL EMERGENCY

In order to give clarity to emergency situations we recommend that there is a specific Clinical Practice Guideline drawn up for this situation. This would be particularly important should the emergency occur outside one of the dedicated 19 Obstetric Units so that the same levels of supportive care would be provided for staff, a mother and her unborn baby.

HEAD 4 – RISK OF LOSS OF LIFE FROM SELF DESTRUCTION

In the X-case of 1992, the Supreme Court held that an abortion was constitutionally permissible under Article 40.3.3 in circumstances where the continuation of the pregnancy constituted a ‘real and substantial risk’ to the life (as distinct from health) of the mother and the risk can only be averted by the termination of a pregnancy. The circumstances of the case made clear that this included a credible risk of suicide.

While affirming the parity of both physical and mental health we acknowledge the complexity of trying to legislate for the area of suicidal ideation.

We welcome:

- the measures being suggested to make a clinical assessment in the situation of potential self-destruction
- the process of review in a situation of appeal

We recommend that termination is only a matter of last resort to save the life of a pregnant woman and in situations of “strict and undeniable medical necessity”.

We would like consideration to be given to the place of birth in situations where a baby is close to or beyond viability and believe that such situations should be referred to an obstetric unit that has a neonatal intensive care facility and that the expertise of a Consultant Neonatologist should be sought.

HEAD 5 – MEDICAL OPINION TO BE IN FORM AND MANNER PRESCRIBED BY THE MINISTER.

We welcome a clear and auditable certification process.

HEAD 6 - FORMAL MEDICAL REVIEW PROCEDURES

We welcome the review process suggested and in particular that a review mechanism must be:

- independent

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- competent to review (i) the reasons for the decision and (ii) the relevant evidence
- the procedures should include the possibility for the woman to be heard
- it should issue written opinion
- decisions must be timely

We suggest clarity is given to an appeal process in the cases where the pregnant woman is a minor and there is a conflict of opinion between the pregnant minor and their legal guardian and the review panel.

HEAD 7 – REVIEW WHERE RISK ARISES FROM PHYSICAL ILLNESS NOT BEING A RISK OF SELF DESTRUCTION

No further comment to make other than for Head 6.

HEAD 8 – REVIEW IN CASE OF RISK OF LOSS OF LIFE THROUGH SELF DESTRUCTION

No further comment to make other than for Head 6.

HEAD 9 GENERAL PROVISIONS FOR THE COMMITTEE

No further comment to make

HEAD 10 FORMAL MEDICAL REVIEW REPORTS TO MINISTER

We welcome this review process.

HEAD 11 – NOTIFICATIONS

We welcome this notification process as an integral part of ongoing audit and monitoring.
In addition:

-we recommend that an independent confidential audit be enjoined on all facilities to submit detailed data on terminations for clinical audit and research purposes. One example would be the approach of the National Perinatal Epidemiological Centre or the Maternal Death Enquiry process.

HEAD 12 – CONSCIENTIOUS OBJECTION

We welcome the inclusion of a conscientious objection on the part of certain health professionals. Where a decision has been made to carry out a termination of pregnancy in accordance with the Heads above this should be available in every public obstetric facility.

HEAD 13 – TRAVEL AND INFORMATION

No further comment to make.

HEAD 14 – REGULATIONS

No further comment to make.

HEAD 15 – REGULATIONS RESPECTING CERTIFICATION OF OPINIONS REFERRED TO IN THIS ACT

No further comment to make.

HEAD 16 – REGULATIONS RESPECTING NOTIFICATIONS TO THE MINISTER

No further comment to make.

HEAD 17 LAYING OF REGULATIONS BEFORE THE OIREACHTAS

No further comment to make.

HEAD 18 REPEAL AND CONSEQUENTIAL AMENDMENTS

No further comment to make.

HEAD 19 OFFENCE

While we recognise the necessity for appropriate sanction, we express concern that sanctions should not deter people from seeking appropriate medical help. We welcome the repeal of Sections 58 and Section 59 of the 1861 Act .

HEAD 20 – COMMENCEMENT.

No further comment to make.

ADDENDUM

Submission by the Most Rev Dr Michael Jackson, Archbishop of Dublin and Mr Samuel Harper, Lay Honorary Secretary of the General Synod of the Church of Ireland to the Joint Oireachtas Committee on Health and Children in January 2013

Executive Summary

1. While welcoming the invitation to give evidence to the Committee, the Archbishop and Mr Harper express considerable disquiet at the timescale involved on a matter of such exceptional human complexity and sensitivity and the difficulty of involving the synodical structures of the Church. The Church of Ireland is a Synodical Church which develops policy guided by the prayerful consideration and discussion of bishops, clergy and laity. The time given to develop a written response to the Committee (de facto less than three working days) made this impossible. Accordingly, this document can only be considered a preliminary response.
2. The Church of Ireland emphasises the right to life and this includes the right of the unborn.
3. The Church of Ireland opposes abortion in principle but acknowledges that there are exceptional cases of ‘strict and undeniable medical necessity’ where it is and should be an option. There is a variety of opinion within the Church of Ireland on what constitutes ‘exceptional cases’ but agreement that it includes circumstances where the continuation of the pregnancy poses a real and substantial risk to the life of the mother.
4. In the context of the Church of Ireland’s previous comments on abortion about the need for legal clarity, it is agreed that the position in the State at present is very unclear and unsatisfactory, and unfair to pregnant women and medical professionals who deserve to be able to make critical, clinical decisions in a secure and well regulated medical framework. Accordingly, the decision by the Government to seek to provide clarity on the issue is welcome.
5. It is agreed that where there is a strict and undeniable medical necessity requiring the ending of a pregnancy at a later stage, where possible, this should be done in a manner that preserves the life of the unborn, without compromising the life of the woman. This diagnosis should be made expeditiously and should be formally notified to the woman. This will require legislation as medical council guidelines on their own will not necessarily have this effect.

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6. Special provision should be made for emergency situations where the continuation of the pregnancy occasions a risk to the mother's life that is real, substantial and imminent.
7. It is desirable that the Review Panel group suggested by the Expert Group should include a lawyer.
8. The clauses of the 1861 Act should be amended or repealed.
9. The Church has previously urged the Government to adopt a legislative and regulatory approach which will allow for easier alteration in the light of changes in medical science. Accordingly, the Government decision to do so is welcome.

Submission by the Most Rev Dr Michael Jackson, Archbishop of Dublin and Mr Samuel Harper, Lay Honorary Secretary of the General Synod to the Joint Committee on Health and Children on the Implementation of the Government Decision following the publication of the Expert Group Report into matters relating to AB & C v Ireland.

Introduction

We are grateful for the invitation extended to make a submission to the Joint Committee on Health and Children on the issue of abortion and wish to express our gratitude to the Chairman and members for the opportunity afforded. However, we must express considerable disquiet at the timescale given for a response on a matter of this exceptional human complexity and sensitivity.

The Church of Ireland is a Synodical Church and has extensive structures and procedures to allow the policies of the Church to be guided by the prayerful consideration and discussion of bishops, clergy and laity. It was not remotely possible in the short timeframe allowed (de facto less than three working days) to undertake such a procedure and this is totally inappropriate in light of the complexity of the moral, ethical and legal issues involved. Accordingly this paper can only be considered a preliminary response. Some of what appears here expresses the personal opinions of the representatives of the Church (though guided by previous Church discussions) and where this is so, this has been highlighted. Obviously, we intend to convey the report and some of the issues raised to the appropriate bodies within the Church for their own consideration.

The position of the Church of Ireland on abortion is summarised on an addendum to this paper including excerpts from previous submissions to Oireachtas Committees. We recognise, however, that the decision in the AB & C v Ireland case and the decision of the Government to progress the matter through a combination of legislation and regulation had ‘moved the issue on’ somewhat and thus we will confine most of our submission to the issues raised by the Expert Group report. It will suffice to say that the Church of Ireland opposes abortion in principle but recognises that there are exceptional cases of ‘strict and undeniable medical necessity’ where it is and should be an option. There would be a wide variety of sincerely held and conscientious views within the Church as to what constitute such ‘exceptional cases’ but there would be agreement that these include cases where the continuation of the pregnancy poses a risk to the life of the mother.

The Current Legal Situation

In the X-case of 1992, the Supreme Court held that an abortion was constitutionally permissible under Article 40.3.3 in circumstances where the continuation of the pregnancy

constituted a ‘real and substantial risk’ to the life (as distinct from health) of the mother and the risk can only be averted by the termination of a pregnancy. The circumstances of the case made clear that this included a credible risk of suicide.

The Church of Ireland welcomed the judgment at the time as the wording ‘real and substantial risk to the life of the mother’ was very similar to the ‘strict and undeniable medical necessity’ criterion which the Church has generally held to be appropriate. However, the legal situation has not been clarified and statutory provisions; particularly sections 58 and 59 of the Offences Against the Person Act 1861, remain in effect, and provide for severe criminal sanctions for both women and those who assist unlawful abortions.

In the context of the Church of Ireland’s previous comments on the issue of abortion, we would agree that the position at present is very unclear and that this is unsatisfactory and unfair to pregnant women and medical professionals who deserve to be able to make critical, clinical decisions in a secure and well regulated legal and medical framework. We therefore strongly welcome the decision by the Government to seek to provide clarity on this issue.

Expert Group Report & Implementation

Introducing the principles behind its paper, the expert group said that ‘there is an existing constitutional right as identified and explained in the X case judgment of the Supreme Court. The State is entitled and, indeed, obliged to regulate and monitor the exercise of that right so as to ensure that the general constitutional prohibition on abortion is maintained. However, the measures that are introduced to give effect to this constitutional right should not act as obstacles to any woman who is legitimately entitled to seek a termination on lawful grounds.’

We would agree with this general approach.

The expert group went on to highlight the sensitive issue of what should happen in the event that a foetus is viable (or potentially viable) but the continuation of the pregnancy poses a ‘real and substantial risk’ to the life of the mother. We feel that this highlights the need for an effective decision making procedure.

With regard to Chapter 6 of the Expert Group report, the report outlines the tests to be applied in the light of the Supreme Court decision in the X-case and that this should include the question of whether it is practicable to preserve the life of the unborn in the process of terminating the pregnancy without compromising the right to life of the woman. The Church of Ireland submission in 1998 to the Interdepartmental working group on abortion makes clear the Church’s position on the right to life of the unborn. We would therefore, agree with the approach outlined and with the requirement that the diagnosis needs to be made expeditiously and should be formally notified to the woman. Such a device needs the protection of legislation as medical council guidelines on their own will not necessarily have this effect.

The Expert Group also raised the issue of whether there should be special provision for the rare occasions where the risk to a woman's life is real, substantial and imminent (IE Emergency provisions). Our view is that there should be special provision for such circumstances in the light of the provisions of the 1861 Act which makes the termination of pregnancy subject to severe criminal sanction. We do not feel that it is appropriate for a medical professional faced with an emergency situation where a woman's life is in danger to be constrained from giving necessary treatment in good faith by the risk of criminal conviction. We would emphasise, however, that the synodical bodies of the Church have not taken an official position on this issue.

As to the Review panel, we would agree with the general approach outlined by the Expert Group and of the two options given, we believe that Option 1 (including a lawyer on the panel) would be the preferred approach, although we would again add the caveat that there has not been an official decision on this within the Church of Ireland.

Turning to Chapter 7 and the options for implementation, as a group we welcome the Government's decision to seek to implement by means of Legislation and Regulations which is in keeping with the statement made by the Church in 1998. This approach allows for easier alteration as developments in medical science alter the context of decision making. Similarly we feel there is a strong argument for the abolition and replacement of the clauses of the 1861 Act with a more up to date legal framework but we cannot offer an official Church of Ireland position on this point.

Summary

Without entering into the issue of whether abortion should be available in circumstances beyond those outlined in the X-case (on which there are a variety of opinions within the Church of Ireland), we agree that legal clarity is required to enable women and medical professionals to make informed decisions where the continuation of a pregnancy poses a 'real and substantial risk to the life of the mother' and as such the Expert Group report and the Government's decision to provide a legislative and regulatory framework are overdue and welcome.

ADDENDUM

Church of Ireland’s Position on Abortion

In 1958, the Lambeth Conference (a decennial conference of Anglican Bishops Worldwide) adopted a resolution stating:

‘In the strongest terms, Christians reject the practice of induced abortion or infanticide, which involves the killing of a life already conceived (as well as a violation of the personality of the mother) save at the dictate of strict and undeniable medical necessity’.

While Lambeth Conference resolutions are only binding on individual Churches when formally incorporated into the internal legal systems of those Churches, the Church of Ireland has generally used this resolution as its starting point in previous submissions to Oireachtas Committees on the issue of abortion beginning in 1982. The phrase ‘strict and undeniable medical necessity’ clearly carries with it the implication that there are circumstances where abortion is a medical necessity.

In 1982, the Standing Committee of the General Synod sent an official comment on behalf of the Church of Ireland to the then Taoiseach, Mr Haughey which said that ‘we cannot emphasise too strongly the right to life and this includes the right of the yet unborn.’ After quoting the Lambeth Council resolution referred to above and highlighting the words ‘strict and undeniable medical necessity’ the statement went on to add, ‘we greatly doubt the wisdom of using constitutional prohibitions as a means of dealing with complex moral and social problems.’

In 1998, the Church’s Role of the Church Committee made a submission to the Interdepartmental working group on abortion which said inter alia:

‘The deliberate termination of an intra Uterine life cannot be right but many in our church believe that exceptional cases may arise which mean that abortion ought to be an option and may even be a necessity in a few very rare cases. No abortion is ever desirable – at most it can only be described as the lesser of two evils, and always undertaken with a profound sense of sadness and regret. The legal framework should allow for such exceptional cases so that the tragedy is not compounded by public debate.’

It is fair to say that there are different opinions amongst Church of Ireland members at all levels, as to what constitute ‘exceptional cases.’ For example, in 2000, a Church of Ireland Medical Ethics Working Group proposed that these should include (amongst others) ‘lethal or severe congenital abnormality in the foetus’. After some debate at the General Synod, this paper was withdrawn on a vote of 166 votes to 164.

Standing Committee – Report 2014

The Church of Ireland's position can be summed up as recognising that there are (regrettably) exceptional circumstances of strict and undeniable medical necessity where an abortion should be an option (or more rarely a necessity) whilst also a concern to avoid a situation whereby legislating for such exceptions provides a 'back door' to widespread abortion, to which the Church is strongly opposed.

APPENDIX B

**WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE
REPORT 2014**

MEMBERSHIP

Rev Olive Donohue	Rev Canon Jonathan Pierce
Rt Rev Ferran Glenfield	Rev Canon Noel Regan
Ms Ruth Handy (Honorary Secretary)	The Rt Rev Patrick Rooke (Chair)
Rev Elizabeth Hanna	Mr Albert Smallwoods
Mr William Kingston (Honorary Treasurer)	Mrs Iris Suitor

The Rt Rev Ferran Glenfield and Mrs Iris Suitor joined the committee in January 2014.

The Rt Rev Michael Burrows and Rev Canon Ian Poulton stepped down from the committee in 2013.

“those who authentically commit themselves to the people must re-examine themselves constantly. This conversion is so radical as not to allow for ambivalent behaviour...Conversion to the people requires a profound rebirth. Those who undergo it must take on a new form of existence; they can no longer remain as they were.”¹

PROJECTS SUPPORTED IN 2013

Due to the generous giving by the Church of Ireland, Bishops’ Appeal was resourced to give €200,882 and £123,002 to a diversity of Health, Education and Rural Development Projects in 2013. These included, but were not limited to HIV/AIDS training and support (medically, nutritionally and socially) in Mozambique and India; Self Help Groups that trained people in livestock keeping and provided loans and set up saving schemes in Ethiopia and Soya farming cooperatives in Togo.

The projects served communities in ways that not only alleviated poverty in the present moment, but also provided training and means for continued empowerment and autonomy on into the future. Bishops’ Appeal estimates that there were approximately 120,000 direct beneficiaries of Bishops’ Appeal funds and nearly half a million indirect beneficiaries whose lives were impacted through improved diet and better meals; improved living conditions; improved health; access to funds for medicine or food if crops failed and higher school attendance.

¹ Paulo Friere, *Pedegogy of the Oppressed*, Continuum International Publishing Group, New York, 1996, 29

DISASTER RELIEF RESPONSE

There were two Emergency Appeals in 2013. The first was for refugees and internally displaced people in Syria. The conflict has created the worst refugee crisis since the Rwandan Genocide and money raised by the Church was sent to alleviate the suffering of some of the 2.2 million people who have crossed the border into Iraq, Iran, Jordan and Lebanon and some of the 5 million who have been displaced within Syria itself. €31,000 was contributed and forwarded via Christian Aid and Tearfund.

Then on November 8th, Typhoon Haiyan ripped through the Philippines, altering the lives of 13 million people who were left picking up the pieces in the aftermath of the storm. The Church of Ireland responded swiftly and generously and directed €170,682 and £89,154 for food, water, water purification tablets, blankets, tarpaulin for water-proofing shelters and medical supplies through the Bishops' Appeal. This was split between Christian Aid and Tearfund partners located in different parts of the Philippines. Christian Aid was able to use Church donations as seed funding with which they went to Irish Aid to secure a further half a million for the relief efforts.

DIOCESAN LINK PROJECTS

There were four Diocesan Link Projects in 2013. It is hoped that more Dioceses take on a project in 2014. Not only does it provide education on justice issues and an opportunity to direct funding to a specific community or cause, it unites the diocese in a common purpose and connects it to the Global Church.

Derry and Raphoe NetsWork Project raised funds for mosquito nets in Nigeria and in doing so, raised awareness about the detrimental effects malaria has on health, productivity and even mortality. For £5/€6, people in the Diocese could purchase a mosquito net for a family. The Project was run until March 2014, so that £100,000 could be raised for 20,000 nets.

Tuam, Killala and Achonry Mabweni Project raised funds to support a Masai Girls Secondary School in Kajiado Diocese, Kenya. Their focus was on ensuring the boarding students had proper beds, toilet and shower facilities as initially they were sleeping in classrooms and using makeshift toilets outside. The project will be supported over a three year period.

Meath and Kildare Veterimed Project supports the strengthening of local dairy farmers and dairy cooperatives in Haiti. The project trains and equips farmers and dairies to be able to meet the local demand for dairy products and so rebuild their lives, provide for their families and provide a local alternative to the produce from the USA. The dairies also supply local schools with milk for the children, many of whom are malnourished.

Cork, Cloyne and Ross Houses for Haiti Project focused their Harvest giving on raising funds to build earthquake resistant homes for people who had lost their homes in the

2010 earthquake. The houses not only gave people security; they improve the standard of living that existed *before* the earthquake struck.

FORGOTTEN PROJECTS

Many projects address issues and situations that do not make the media. The poverty cycle that ensnares billions of people is a daily battle that is easily diverted from when a disaster strikes. Due to two Emergency Appeals in 2013, many projects addressing abject poverty in other parts of the world went unfunded, despite being earmarked for approval once the funds presented themselves. These included Self Help groups in Uganda and fuel efficient stoves in Zambia, whereby beneficiaries would be educated and supported in ways to lift themselves and their families out of poverty. It is our hope that such projects will be prioritised by the Church in 2014. Indeed, individual parishes might consider supporting one of these.

PEOPLE, PUBLICATIONS & PAYMENT DETAILS

This year saw a change in leadership as Bishop Michael Burrows stepped down and Bishop Patrick Rooke assumed the role of Chairperson of the Bishops' Appeal committee. There is no denying Bishop Michael's drive and vigour to see justice for those impoverished at the heart of the Church's agenda. His wisdom, energy, creativity and humour will be missed by the committee and we commend him to new initiatives, whilst urging him to never forget his calling and commitment to the work of the Bishops' Appeal. In equal measure, the committee extends a warm welcome to Bishop Patrick, who is settling well into the role and whose direction and leadership is valued and appreciated. Rev Canon Ian Poulton stepped down from his position as Project Advisor. The Committee extends its gratitude for his dedication and wisdom over the years.

Education Advisor Lydia Monds continues to further the work of the Bishops' Appeal through development education, church talks, workshops, confirmation classes, diocesan services, youth groups, assemblies, schools workshops, synods and publications. In 2013 Lydia delivered 47 talks/workshops in a variety of capacities, facilitated the annual conference, engaged with agencies and dioceses and carried out the administrative duties of the post.

The committee is extremely grateful to Doreen Smyth and Yvonne Gough for their work and support during the Philippines Emergency Appeal.

The Annual Leaflet provides excellent information on projects funded in 2013 and those to be focused on throughout 2014. Leaflets can be obtained from Bishops' Appeal Diocesan Representatives.

Bishops' Appeal is delighted to announce that it now has both sterling and euro bank account details available on the website www.bishopsappeal.ireland.anglican.org to allow people to make lodgements online or at their local bank branch. Many thanks to the Finance Department at the RCB for facilitating this.

Standing Committee - 2014

BISHOPS' APPEAL ACCOUNT 2013

INCOME & EXPENDITURE ACCOUNT	Year ended 31 December	
	2013	2012
	€	€
INCOME		
Contributions	650,070	458,671
Deposit Interest	1,435	2,964
Sterling translation loss	(900)	2,759
Tax refunds	15,465	15,280
	<u>666,070</u>	<u>479,674</u>
EXPENSES		
Printing and stationery	9,819	7,653
Administration & Personnel costs	32,132	28,262
	<u>41,951</u>	<u>35,915</u>
OPERATING SURPLUS FOR YEAR	<u>624,119</u>	<u>443,759</u>
Grants Paid	616,554	435,215
Surplus for the year	<u>7,565</u>	<u>8,544</u>

Standing Committee - 2014

BISHOPS' APPEAL ACCOUNT 2013

BALANCE SHEET

Year ended 31 December

2013 2012
€ €

CURRENT ASSETS

Cash held by the RCB	124,145	125,151
Debtors	<u>63,845</u>	<u>52,974</u>
	<u>187,990</u>	<u>178,125</u>

CURRENT LIABILITIES

Creditors (Amounts falling due within one year)	<u>2,300</u>	<u>-</u>
	<u>2,300</u>	<u>-</u>

Total Net Assets	<u>185,690</u>	<u>178,125</u>
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FUNDS EMPLOYED

Balance at 1 January	178,125	169,581
Surplus for the year	<u>7,565</u>	<u>8,544</u>
Balance at 31 December	<u>185,690</u>	<u>178,125</u>

Standing Committee - 2014



INDEPENDENT AUDITORS' REPORT TO THE ADVISORY COMMITTEE OF THE CHURCH OF IRELAND BISHOPS' APPEAL

We have audited the financial statements of the Church of Ireland Bishops' Appeal for the year ended 31 December 2013 which comprise the Income and Expenditure Account, the Balance Sheet, the Accounting Policies and the related notes. The financial reporting framework that has been applied in their preparation is the basis of preparation note and accounting policies on page 6 to the financial statements.

Respective responsibilities of Advisory Committee and auditors

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

This report, including the opinion, has been prepared for and only for the Advisory Committee for governance purposes in accordance with our engagement letter dated 4 November 2013 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 including without limitation under any contractual obligations of the charity, save where expressly agreed by our prior consent in writing.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements.

Opinion on financial statements

In our opinion the financial statements for the year ended 31 December 2013 have been properly prepared in accordance with the basis of preparation note and accounting policies on page 6 and present the state of the Church of Ireland Bishops' Appeal's affairs as at 31 December 2013 and its surplus for the year then ended in accordance therewith.

Emphasis of matter – Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to the fact that the accounting policies used and disclosures made are not intended to, and do not, comply with all the requirements of Generally Accepted Accounting Practice in Ireland.

PricewaterhouseCoopers
Chartered Accountants
Dublin

13 March 2014

Standing Committee - 2014

BISHOPS' APPEAL CONTRIBUTIONS

	2013		2012	
	Stg£	€	Stg£	€
ARMAGH	38,881	3,494	15,169	1,767
CLOGHER	16,930	4,099	11,862	1,765
CONNOR	48,320	-	18,545	-
DERRY & RAPHOE	51,954	30,412	28,841	13,562
DOWN & DROMORE	33,511	700	31,824	-
DOWN DROMORE & CONNOR	-	-	642	-
KILMORE	330	15,436	1,007	4,606
ELPHIN	-	9,526	-	6,675
CASHEL & OSSORY	-	46,921	-	68,963
FERNS	-	14,447	-	12,513
CORK	-	28,319	-	20,882
DUBLIN	-	181,572	-	131,387
LIMERICK	-	21,600	-	10,432
MEATH & KILDARE	-	21,731	-	26,877
TUAM	-	19,981	-	3,007
INDIVIDUALS (INCL. LEGACIES)	4,749	8,205	-	-
OTHER	<u>1,016</u>	<u>7,912</u>	<u>6,311</u>	<u>16,300</u>
TOTALS	195,691	414,355	114,201	318,736
	=====	=====	=====	=====
TOTALS IN EURO		650,070		458,671
		=====		=====

Standing Committee - 2014

BISHOPS' APPEAL GRANTS PAID

TYPE OF DEVELOPMENT	2013 €	2012 €
Disaster Relief	267,512	17,808
Health & Medical	90,120	35,273
Education/Communications	64,685	213,366
Rural Development	<u>194,237</u>	<u>168,768</u>
Totals	<u>616,554</u>	<u>435,215</u>
DEVELOPMENT AGENCY		
Christian Aid	270,236	90,319
CMSI	58,078	56,770
Feed the Minds	210	12,660
Tearfund	152,292	64,341
Others	<u>135,738</u>	<u>211,125</u>
Totals	<u>616,554</u>	<u>435,215</u>

Standing Committee - 2014
BISHOPS' APPEAL GRANTS PAID

GEOGRAPHICAL LOCATION		
<u>AFRICA - €159,860;Stg£99,823</u>		
Cashel & Ossory Diocesan Project	Rwanda	CMSI
Cashel & Ossory Diocesan Project	Swaziland	Us
Cerebral Palsy	Uganda	Motivation
Clinical Laboratory	Uganda	CMSI
Community Development	Malawi	Tearfund
Dean Harman Scholarship	Uganda	CMSI
Egumeni Project	Swaziland	Us
Empowering Women	Ethiopia	Christian Aid
Fruit Project	Rwanda	Direct
HIV/AIDS Project	Mozambique	VSO
Horn of Africa	Africa	Christian Aid
Kiaibabu Maternal Health Care Centre	Kenya	Christian Aid
Kiwoko Hospital	Uganda	CMSI
Literacy & Development Project	Burundi	Mothers' Union
Maasai Rural Training Centre	Kenya	CMSI
Mabweni Project	Kenya	CMSI
Nets Work Project	Nigeria	Christian Aid
School Gardens Project	Sierra Leone	Plan Ireland
Soya Farming	Togo	Self Help Africa
Water for Life Project	Ethiopia	Habitat
<u>ASIA - €197,890;£100,915</u>		
Literacy & Development Project	Myanmar	Tearfund
Voter Education	Pakistan	Feed the Minds
Anti-trafficking	India	Tearfund
HIV/AIDS Project	India	Friends of HOPE
Disaster Relief	Syria	Tearfund
Disaster Relief	Syria	Christian Aid
Speed up Mindanao/Poverty Alleviation	Philippines	Christian Aid
Dr Graham's Homes	India	Direct
Refah Public Primary School	Afghanistan	SAFE
Typhoon Appeal	Philippines	Christian Aid
Typhoon Appeal	Philippines	Tearfund
<u>NORTH AMERICA - €9,341</u>		
Meath & Kildare Haiti Dairy Farmers	Haiti	Christian Aid
<u>SOUTH AMERICA - £6,366</u>		
Clash of Worlds/Land Rights and Nutrition	Argentina	SAMS

APPENDIX C

CENTRAL COMMUNICATIONS BOARD TO GENERAL SYNOD

MEMBERSHIP

The Rt Rev Trevor Williams	(House of Bishops) November 2008
Ven Richard Rountree	(Standing Committee)
Ven Robin Bantry White	(Honorary Secretary)
Rev Eileen Cremin	(Chair – Broadcasting Committee)
Dr Kenneth Milne	(Chair – Literature Committee)
Dr Raymond Refaussé	(Hon Secretary – Literature Committee)
Mr Adrian Clements	(Church House Senior Management)
	(Internet Committee *)
	(Internet Committee *)
Mrs Jane Leighton	(Representative Body)
Very Rev Alistair Grimason	(Representative Body)
Ms Ruth Buchanan	(Co-option Broadcasting Committee)
<i>Vacant</i>	(Co-option for gender & regional balance)
Head of Synod Services & Communications	<i>(ex officio)</i>
Press Officer	<i>(in attendance)</i>

***The CCB is currently working towards a redesign of the Church of Ireland website and has established a sub-committee to bring forward proposals on the core message of the website and key audiences to be addressed.**

OBJECTIVES 2013-14

- 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 respond to the closure of the Sunday School Society (SSS) Resource Centre and The Good Book Shop Belfast to maintain supply of key materials to parishes;
- To introduce new protocols on social media in respect of children (replacing the protocol on content relating to children on websites);
- To review the purpose and medium-term objectives of sub-committees of the CCB.

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

Media training was arranged for newly-elected bishops, and the Most Rev Pat Storey was given extensive press office support to assist her in dealing with numerous requests following her election as the first woman bishop. The consecration of Bishop Storey also provided the lead story for the launch of the Church's new E-zine in December 2013. The e-bulletin presents a varied and vibrant view of Church life to both members of the

Church and to the wider world via contemporary forms of communication, from computers to mobile phones. Each monthly edition links to a range of stories available on Diocesan websites and the main Church of Ireland website. A Lent book focusing on St John's Gospel by Dean John Mann was published and proved very popular, selling more than 500 copies. Plans to redesign the website continued and a sub-committee was set up to bring forward ideas. The closure of the Sunday School Society (SSS) Resource Centre and The Good Book Shop in Belfast represents a major blow to the Church's traditional infrastructure, which cannot easily be replaced. Considerable staff time has been dedicated to ensuring that key materials continue to be available to parishes. Columba Press bound a further 1000 copies of the existing stock of the Book of Common Prayer (BCP) and these were marketed to parishes in January 2014. A joint Diocesan Communications and Children's Ministry day focused on developing protocols for social media and internet use in a Church of Ireland context. Support is also being made available to the committee working to produce a supplementary hymn resource for parishes.

Report

DCOs & Youth Ministry Officers develop Social Media Protocols

The Board again thanks the Diocesan Communications Officers for their work during the year and for the contribution they have made to the development of protocols for social media. These protocols were devised at a joint workshop with Children's Ministry Officers in March and will be piloted during the coming year before being reviewed by the same group in early 2015. Communications and communicators must be constantly vigilant as they communicate witness of the Church across modern channels of communication. Communication of the Christian message is at the heart of the Church's mission and it is a very exciting but challenging time for those members of our Church who specialise in this field of work.

Publishing

The Literature Committee worked with Columba Press to produce a Lent Book for 2014, written by the Very Rev John Mann and focusing on The Gospel of St John. The book had sold in excess of 400 copies even before it was printed and Dean Mann received considerable positive acknowledgement from media and had the opportunity to address many more people over the airwaves.

In addition to this, the Committee initiated a new academic series, "Braemor Studies", which publishes the best examples of dissertations by Ordinands at the Theological Institute. Details maybe found on the Church of Ireland Publishing website: www.cip.ireland.anglican.org

Sadly, however, the year also marked the closure of the two Church of Ireland bookshops, the Sunday School Society Resource Centre in Rathmines and The Good Book Shop in Church House Belfast. Despite the courageous efforts of many to keep these shops open, recession and declining traditional book sales took their toll as purchasers increasingly turn to on-line mass marketing options. The Board offers its appreciation to the staff in both shops for the many years of service they rendered to the Church, and also to those who acted on the trusts or boards that managed the operations.

The closures presented a challenge, as it remains important that parishes should have access to Church of Ireland Publishing materials and to key items such as registers, Directories, hymnals and liturgical materials. Ensuring that this happens has largely devolved to the CCB and the staff of Church of Ireland House. The Royalties Fund assisted by purchasing stock of key materials such as registers from the Sunday School Society and these may now be obtained directly from Church House, Dublin. Some stock is still held by Cathedral shops, and other outlets, who can obtain stock from Church House.

E-bulletin launched

The e-bulletin initiative, supported by the Allocations Committee through the Sundry Projects Fund, was established with a view to increasing the information flow across and beyond the Dioceses, presenting a varied and vibrant view of Church life to both members of the Church and to the wider world via contemporary forms of communication, from computers to mobile phones. Each monthly edition links to a range of stories available on Diocesan websites and the main Church of Ireland website. You can receive the e-bulletin by subscribing via the link on the front page of the Church of Ireland website: www.ireland.anglican.org

Press Office

The Church of Ireland Press Office sought to provide a professional communications and information service on matters of substance and/or of national significance relating to the Church, to maximize positive coverage of Church news and to manage media interest and enquiries with honesty and integrity.

Over the course of the year 100 press releases were issued from the Press Office; numerous print, broadcast and web-based interviews were arranged; an active media centre was provided at the General Synod in Armagh; broadcast media training was provided for senior clergy and laity in conjunction with Mr Andrew Graystone of the Church & Media Network; developmental training was provided for Diocesan Communications Officers; and a new monthly E-bulletin was launched. The Church of Ireland E-bulletin initiative began in December 2013 with a view to increasing the information flow across and beyond the Dioceses, presenting a vibrant and varied Church life to both members and, even more importantly, the wider world; now established, it continues to attract a healthy number of subscribers.

The E-bulletin launched with a report on the Consecration of The Most Rev Pat Storey as Bishop of Meath & Kildare on 30th November 2013. The appointment in September of the first woman bishop in these islands attracted a great deal of media interest internationally. The Press Office was pleased to be the conduit for the official dissemination of this news, to handle the considerable press interest at the service of Consecration and to co-ordinate and facilitate over 60 print and broadcast interviews for Bishop Storey from September 2013 through to Spring 2014.

The Press Office had been equally pleased to facilitate the media coverage of the Consecration of The Rt Rev Ferran Glenfield as Bishop of Kilmore, Elphin & Ardagh at St Patrick's Cathedral, Armagh earlier in the year on 31st May.

The General Synod held in Armagh in May attracted solid media interest, North and South, with a presence from RTE throughout; an active presence from Soul Waves Radio, which provided a number of web-based interviews; and an interview by the Archbishop of Armagh for BBC Radio Ulster's 'Sunday Sequence' programme among several other interviews given by senior clergy. The Press Office continued to provide media support to the Archbishop of Armagh in connection with a wide variety of events and occasions and the Primate also gave a further extended interview to 'Sunday Sequence' in August.

The G8 Meeting of international leaders in Co Fermanagh in June 2013 attracted wide media interest from across the world, with Church of Ireland contributions resulting not only from the Bishops' Statement on the G8 but also the Church's prominent support for the 'IF' campaign and associated broadcast services from St Macartin's Cathedral, Enniskillen.

On broader societal issues, the Press Office provided responses to enquiries on many matters having liaised closely with relevant committees, boards and spokespeople. Notable comment was provided, for example, in relation to public disorder in Belfast around the Twelfth of July; following the explosion in Belfast's Cathedral Quarter on 13 December 2013; on the Dr Richard Haass Talks process in the run up to Christmas and into the New Year; and on the change to the Girl Guides promise.

As in previous years the Press Office highlighted the work of the Disability Working Group and its focus this year on deafness and hearing loss on Disability Awareness Sunday. The Press Officer undertook a number of interviews for the *Church of Ireland Gazette* and Church of Ireland website, for example with Rev Dr Maurice Elliott, Director of the Church of Ireland Theological Institute, and with Bishop Alan Abernethy following his attendance at the World Council of Churches Assembly in Busan, South Korea in November. Significant church-related events such as the visit of the Anglican Archbishop of Hong Kong to the Church of Ireland in October, the launch and work of the Irish Churches Peace Project; Apostolic Nuncio Archbishop Charles Brown's preaching in St Anne's Cathedral Belfast and St Patrick's Cathedral Armagh during the Week of Prayer for Christian Unity; and the Council for Mission's Conference at Dromantine with the Right Rev Richard Chartres, Bishop of London, and the Rev Dr Heather Morris, President of the Methodist Church in Ireland, as guest speakers were all promoted.

Among publications which the Press Office had the pleasure of publicising were the new CITI 'Braemor Studies' series; the BACI Lent resource on Church and Culture; Dean John Mann's *Lent with St John's Gospel* published by Columba Press and the landmark *Church of Ireland Illustrated History* published by Booklink in December.

The Press Officer, Dr Paul Harron, and Press Office Administrator, Mrs Jenny Compston, continued to enjoy working closely with Diocesan Communications Officers, Diocesan Magazine Editors, the various central committees and organisations affiliated to the Church, and with the editor and assistant editor of the *Church of Ireland Gazette*. In addition, good working relations were maintained with journalists at the BBC, RTE, UTV, Soul Waves, local radio stations and a wide number of print publications.

The Press Office continues to be keen to support the many fine efforts of communicators at local – diocesan and parish – level. To that end, it was pleased to once again run the

annual CCB communications competition, to recognise the vital work of those producing newsletters/magazines, websites and using social media in situations.

Finally, media training was once again delivered, with a Communications Day held in Church House, Dublin on 31st March 2013 for Diocesan Communications Officers and others working in the field of Church communications, along with Diocesan Youth Officers this year, with a particular focus on developing protocols for social media and internet use in a Church of Ireland context; a communications module was delivered by Mrs Janet Maxwell to clergy in training at CITI in March; and broadcast training was provided to newly appointed senior clergy with the valuable assistance of the Church and Media Network.

Broadcasting

The Broadcasting Committee engaged with a consultation on the introduction of a charge for Public Service Broadcasting in the Republic of Ireland, taking a neutral stance, but pointing out the need to ensure access to public broadcasting services for the most vulnerable in society despite acknowledged difficulties in funding the service. This is a challenge in the United Kingdom as well as in Ireland and results from the proliferation in digital media and transformation of the market for broadcast content. The committee continues to support media training and also maintains links with producers of religious programming.

Copyright

A further copyright seminar will be hosted in the Diocese of Derry and Raphoe in the autumn of 2014 and a presentation on copyright issues was made to Church of Ireland Ordinands in training at the Theological Institute in March 2014 by Mr Chris Williams of Christian Copyright Licensing International.

LITERATURE COMMITTEE

MEMBERSHIP

Dr Kenneth Milne (Chairman)
Canon Peter McDowell
Ven Richard Rountree
Rev Kenneth Rue
Mr Richard Ryan
Rev Bernard Treacy OP
Dr Raymond Refaüssé (Honorary Secretary)
Mrs Janet Maxwell (*ex officio*)
In attendance: Dr Susan Hood, Publications Officer
Dr Paul Harron, Press Officer

EXECUTIVE SUMMARY

In 2014 the Committee will set out to:

- Promote church-related publication within and beyond the Church of Ireland;
- Manage Church of Ireland Publishing;
- Evaluate applications for support from the General Synod Royalties Fund.

MAJOR OUTCOMES FOR 2013

- Arising out of the Action Plan for 2013:
- Three short books in the new series, Braemor Studies, which seeks to publish the best of the final year dissertation in CITI, were designed and published;
- A suitable text for a 2014 Lent Book was identified and arrangements were made to have it published by Columba Press;
- The production of *The Church of Ireland; an illustrated history* was supported.

ACTION PLAN 2014

- Develop structures for promotion and marketing, sales and distribution;
- Promote the use of electronic publishing as well as traditionally printed material to maximise the use of resources;
- Publish a recommended CITI final year student dissertations;
- Work towards the publication of a Church of Ireland parish handbook;
- Work with the Liturgical Advisory Committee on the publication of a marriage service booklet;
- Seek to promote the digitization of the *Journal of the General Synod*.

CHURCH OF IRELAND PUBLISHING

The Literature Committee has continued to further the work of Church of Ireland Publishing (CIP), the publishing imprint for the Church of Ireland.

- The CIP website (cip.ireland.anglican.org) was re-designed.
- The following titles were published in 2012:-

Standing Committee – Report 2014

- Rev Jonathan Campbell-Smyth, *New monasticism – a catalyst for the Church of Ireland to connect with society?*
- Rev John Godfrey, *The place of lament and the 'Catharsis of Complaint' in response to the problem of evil.*
- Rev Alistair Morrison, *The new masculinity movement: a viable model for engaging men with God and the Church?*
- Rev Ken Rue (ed.) *Sunday and weekday readings 2014.*
- Dr Kenneth Milne (ed.) *Journal of the General Synod 2012.*

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:-

€1,000 to the Irish Traditional Music Archive to subvent the publication of Hugh & Lisa Shields (eds) *Tunes of the Munster pipers 2*;

€1,200 to Columba Press to subvent the publication of John Mann, *Lent with St John's gospel*;

€3,000 to Columba Press to subvent the publication of a biography of Bishop Donald Caird by Aonghus Dwane;

€15,000 to the Synod Department to undertake further research in respect of the copyright management and contractual issues related to the production of the Hymnal Supplement and associated products.

ACTION PLAN 2014

- Develop structures for promotion and marketing, sales and distribution.
- Promote the use of electronic publishing as well as traditionally printed material to maximise the use of resources.
- Publish a recommended CITI final year student dissertations.
- Work towards the publication of a Church of Ireland parish handbook.
- Work with the Liturgical Advisory Committee on the publication of a marriage service booklet.
- Seek to promote the digitisation of the *Journal of the General Synod*.

BROADCASTING COMMITTEE

MEMBERS

Ms Ruth Buchanan
Mr Roger Childs
Rev Eileen Cremin (Chair)
Very Rev Tom Gordon
Mr Paul Loughlin
Rev Dr Bert Tosh

In attendance

Mrs Janet Maxwell: Head of Synod Services and Communications
Dr Paul Harron: Press Officer

Executive Summary

Broadcast media training was undertaken with the assistance of the Churches' Media Network. Soul Waves, which produced religious broadcasting items targeted at local broadcasting outlets in the Republic of Ireland continues its work but is again facing challenges in resourcing its activities. The Committee submitted a response to the Consultation by the Minister for Communications, Energy and Natural Resources in the Republic of Ireland on the introduction of a Public Service Broadcasting Charge. The Rev Dr Bert Tosh delivers annual training on broadcast services to the Ordinands in the Theological Institute.

Future plans

The Committee is conscious that broadcasting and religious programming within broadcasting have gone through a huge market change in recent years and that the Committee needs to take stock and review its overall purpose and objectives in the context of wider Church communications. The Committee is also developing capacity to provide audio-visual content to the Church website in future and to make greater use of the media skills gained through media training of senior Church representatives. The Committee is grateful for the support given through the Sundry Projects Fund by the Allocations Committee towards equipment and training to meet this objective.

Consultation on a Public Service Broadcasting Charge (RI)

The Committee responded to a consultation in the Republic of Ireland on the creation of a Public Service Broadcasting Charge. The Committee responded that while it could see the fiscal challenges facing the public service broadcaster, RTE, it cautioned on the dangers of creating social exclusion at the margins of society and also in terms of age. It would be a problem if the real cost of access to a public service rises at a time when there is no matching uplift in the economic capacity of an increasing large portion of society (largely those who are retired, dependent on social payments and those who find it most difficult to access mainstream employment by virtue of disability, lack of educational achievement etc.). The Committee also queried the workability of some of the alternative proposals to fund PSB including taxes on electronic and mobile devices.

Soul Waves Radio

Soul Waves Radio (SWR) continues to provide independent radio stations in the Republic of Ireland with faith, social and justice content despite its precarious financial situation. With a salaried staff of one, and a small group of dedicated volunteers, the service depends entirely on the financial support of some Roman Catholic bishops, a group of religious orders and the Church of Ireland. The Chairman, Fr Michael McCullagh of Maynooth College has often expressed his gratitude to the Church of Ireland for its financial and practical support in the extension of Christian Ministry which is at the heart of Soul Waves Radio.

The Broadcasting Committee notes the openness of Soul Waves Radio to interviews with Church of Ireland members as well as others of Irish reformed churches.

Since the Broadcasting Committee's last report to Synod, Soul Waves has carried many interviews with Church of Ireland figures including the first woman bishop, the Most Reverend Pat Storey of Meath. The Rt Rev Patrick Rooke, Bishop of Tuam and Very Rev Tom Gordon, Dean of Leighlin spoke about human sexuality. The Rt Rev Harold Miller spoke about Northern Ireland's need for a vision of a shared future. The Rev Gordon Linney, former Archdeacon of Dublin and *Irish Times* columnist, commented on the Irish Bishops' appeal to the G8 leaders meeting in Fermanagh and the extensive public debate following the Archbishop of Dublin's comments on sectarianism among some church members. Brian Walker, Emeritus Professor of Irish Studies at QUB described his work on the experience of Irish Protestants in the dangerous early days of the Free State. Ms Julia Turner described her book, *With Dignity and Grace*, the life of her mother Ms Daphne Wormell. Daphne was the Church's first lay reader and a campaigner for the ordination of women. The Rev David Gillespie, Vicar of St. Ann's Dawson Street in Dublin, reported that the 2013 'Black Santa' Christmas Appeal had brought in some €28,000. This was down slightly on 2012 but not by as much as might have been anticipated in the light of the Central Remedial Clinic top-up payments scandal. The Rev Ása Björk Ólafsdóttir of Dun Laoghaire described her efforts to provide hot lunches for those suffering from food poverty and the homeless.

During the year Fr McCullagh asked Mr Paul Loughlin, the Church of Ireland representative on the Soul Waves Board, to be the organisation's public relations officer. He has now been tasked with contacting all stations that Soul Waves serves to check on their usage and overall satisfaction with the output.

Soul Waves Radio (SWR) is now investigating the possibility of developing an application whereby people may access the service via their smartphones. SWR is acutely aware of the trend among younger people, in particular, to access material of interest via their phones rather than traditional broadcast media. A plan with costings has been requested.

In the same context the 2014 SWR AGM on 19th May will examine the role of new media in evangelisation. The speakers will be the Rt Rev Trevor Williams, Bishop of Limerick and the Most Rev Éamon Martin, the Coadjutor Archbishop of Armagh.

RTE

RTÉ Religious Programmes continued in 2013 to offer a broad spectrum of output on radio and television, reflecting the religious faith and practice of people across the island,

on both sides of the border. For Anglican Worship output RTÉ continues to rely on the considerable contacts and expertise of the Very Rev Dr Tom Gordon, Dean of Leighlin and RTÉ's Co-ordinator of Protestant Services, for help in identifying strong liturgical and musical contributors, to fill our slots on radio and television.

Without the effort and good will of these local participants and clergy, who often travel long distances to transmit broadcasts and commit to a lot of rehearsal, RTÉ Worship output would be greatly diminished. RTÉ has also benefitted from a regular sharing arrangement with BBC Radio Ulster, which has enabled RTÉ Radio One to bring strong worship broadcasts from locations in Northern Ireland to a wider audience in the Republic. Some of the worship highlights in 2013 were a Service featuring the choir of Trinity College Dublin, with the Rev Darren McCallig, a Michaelmas Service featuring the visiting choir of Gonville and Caius College, Cambridge and a Christmas Service led by the Rev Ian Horner with RTÉ Cor na nÓg.

In terms of Anglican representation in other areas of output, the Archbishop of Armagh, the Most Rev Dr Richard Clarke once more presented a joint Christmas message with the Roman Catholic Archbishop, Cardinal Seán Brady. On *Would You Believe?: Guinnesses for God* told the story of the religious scion of the famous brewing family, through the eyes of one “branch” of the family tree: Os Guinness; *Patrick: The Renegade Saint* included a contribution from former Archbishop of Armagh, the Rt Rev Alan Harper on his illustrious predecessor; and in February 2014, *Leap of Faith* focused on the work of Graham Jones, a lay member of St Catherine's Parish in Dublin who abandoned a lucrative legal career to work with underprivileged inner city children, via the Solas Project.

On Radio One, RTÉ was once more grateful to the Dean of St Patrick's Cathedral, Dublin, for allowing the station to broadcast live the Remembrance Sunday Service and The Festival of Nine Lessons and Carols on Christmas Eve. *The God Slot* continues regularly to feature Anglican voices alongside other denominations in its mix of features and discussions.

BBC

BBC Northern Ireland continues to make not insignificant contributions to Network Religious Programmes; in television to *Songs of Praise*, on radio to *Sunday Worship*, the *Daily Service*, *Prayer for the Day* and *Choral Evensong*.

On BBC Radio Ulster, *Sunday Sequence* continues to draw good audiences as it explores religious and ethical issues, *Morning Service* is broadcast every Sunday and *Thought for the Day* every weekday morning. Canon Noel Battye's *Sounds Sacred* caters for listeners' requests for sacred music. These programmes are still important for a great many people.

Broadcast Training

The Committee thanks the Rev Dr Bert Tosh for assisting the communications team by providing a lecture on skills and techniques for broadcast services short course in communications to the Ordinands at the Theological Institute. The Committee also thanks the Church and Media Network for additional training made available to senior clergy and lay representatives.

Church and Media Network

Mr Paul Loughlin represented the Committee at the annual conference hosted by the Church and Media Network. Mr Andrew Greystone of the Network assisted the Church of Ireland with broadcast training for a number of senior clergy, bishops and committee spokespersons. The Committee expresses its thanks to the Network for its continued assistance.

Thank you

The Board again offers its thanks to the many people who engage on behalf of our parishes and dioceses with broadcast media at the local and national level. The Committee particularly encourages parishes to look to their local radio stations as a helpful partner and channel to the local community. The Committee again thanks Dr Paul Harron and Mrs Jenny Compston in the Press Office for the help and advice they give to parishes and church representatives who need to engage with broadcast media.

APPENDIX D

CHARITY REGISTRATION MONITORING WORKING GROUP REPORT

MEMBERS

Mrs June Butler
The Most Rev Dr Richard Clarke (Chair)
Rev Andrew Forster
Mr Sydney Gamble
Mrs Ethne Harkness
Mr Lyndon MacCann

In attendance:

Mr Adrian Clements, Secretary General
Mrs Janet Maxwell, Head of Synod Services

The Charity Registration Monitoring Working Group was jointly established by the Standing Committee and the Representative Church Body in September 2014 and has met four times.

The purpose of the group is to monitor the pilot project for registration involving the Diocese of Down and Dromore and the Parish of Annalong (Down and Dromore).

Deemed list of charities

In March 2014, the Working Group wrote to Diocesan Secretaries in Northern Ireland regarding a request from the Charity Commission for Northern Ireland (CCNI) that details of charities included in the ‘Deemed List of Charities’ should be checked and confirmed. The Deemed List of Charities is found on the CCNI website and is divided into two sections. Section A contains those charities for which the CCNI has details recorded. Section B contains those charities for which the CCNI has no details. These lists are based on information provided by HM Revenue and Customs (HMRC). Consequently, charities that have had no recent dealings with HMRC are not included on the list. Based on an initial review of the list, the committee recommends that an agreed naming system be adopted that would identify the location, name and diocese of each parish registering with CCNI.

Plans to register parishes

At the time of writing this report, the Charity Commission for Northern Ireland has indicated that following the successful completion of the pilot registration process it will begin to register parishes of the Church of Ireland in batches, one diocese at a time. Down and Dromore is likely to be the first diocese to register parishes, followed by Connor, Derry, Clogher, Armagh, Kilmore NI parishes. It is intended to register parishes at group sessions, where assistance and expertise will be available from the diocese and Church House, Dublin/

the Representative Church Body. The process will be made simpler for our parishes as CCNI has agreed that many of the relevant documents will be pre-registered by the Church. These include the governance documents and the statement charitable purposes (objects). CCNI has requested that parishes do not request registration outside this proposed schedule, and should any parish receive a letter inviting them to register, they should inform CCNI that they are a Church of Ireland parish and they will then be reallocated a place within the Church of Ireland registration schedule. The Church of Ireland will be recognised as a Designated Religious Organisation by the Charity Committee, in recognition of its existing well-established governance procedures.

Governance Documents

The governance documents to be submitted to the Charity Commission are:

- The Constitution of the Church of Ireland
- Diocesan Rules and Regulations
- An Explanatory Memorandum
- The Ordinal.

The Explanatory Memorandum will explain the governance structure of the church and the relationships between the Constitution, the General Synod, Representative Church Body, Diocesan Synods, Diocesan Councils and parishes and select vestries. The Ordinal will be appended as this is the foundation of the relationship between clergy and the governance structures of the Church and between the clergy and the authority of the bishop.

A copy of the draft Explanatory Memorandum can be found on the General Synod website on the Book of Reports page.

Church assets

To prepare for registration, select vestries should take a review of their local situation and consider what church assets they look after on behalf of the church. This includes a review of finances to ensure that there is clarity in respect of funds raised by the parish, particularly where funds have been raised for specific purposes, or where trust funds have been invested to provide income for specific purposes. In future, such restricted funds will have to be separately shown within parish accounts.

Property assets should be vested in the Representative Church Body according to the Constitution of the Church of Ireland. Should parishes have unvested property, property vested in individuals, or property vested in the members of the Select Vestry, they should consider what they wish to do to avoid problems arising in the future.

The Representative Church Body can offer advice on the vesting of property and on the creation of deeds of trust. They will also be able to advise parishes where there is uncertainty over ownership of property or where deeds have been misplaced. Queries should be addressed to Mr Trevor Stacey, Head of Trusts, Church House, Dublin.

Trustee Indemnity Insurance

Trustee Indemnity Insurance is an important aspect of insurance for Select Vestries, which are viewed as parish trustees by the Charity Commission for Northern Ireland (CCNI), in terms of the plan to register each parish as a charitable body.

Trustee Indemnity Insurance covers the personal trustee liability and liability of officers, employees or voluntary workers arising from errors or omissions they make in the management and administration of the organization.

The insurance is available to cover a range of liability in terms of value, to suit different levels of risk. Most parishes already have approximately £100,000 of cover included in their insurance policy as it is provided as an intrinsic part of parish insurance by Ecclesiastical Insurance, Oval James and other major providers of parochial insurance. Select Vestries should confirm this with their insurer. Parishes that do not have Trustee Liability Insurance, should review this situation urgently and ensure that some level of cover is taken out. Parishes that do not have this cover in place are taking a considerable risk as trustees may be liable for loss or damages resulting from errors.

Primate commends work of Select Vestries

The good governance and stewardship exercised by Select Vestries is an important part of our church life. The Most Rev Dr Richard Clarke, as Chair of the Working Group commends the contribution of time and skills by the many people who serve on Select Vestries. He also commended to Select Vestries the opportunity that arises through the Charities Act to offer a witness to the Church's mission through parish reports.

APPENDIX E

CHILDREN’S MINISTRY NETWORK REPORT

The Rt Rev Alan Abernethy (House of Bishops)	Rev Jane Galbraith (Limerick & Killaloe) Vacant (Tuam)
Rev Janice Aiton (Meath & Kildare)	Rev Anne Skuse (Cork)
Mrs Joanne Quill (Kilmore)	Mrs Tammi Peek (Derry & Raphoe)
Ms Julie Currie (Down & Dromore)	Mrs Wendy Houston (Clogher)
Mrs Jill Hamilton (Connor)	Rev Sarah Marry (Sunday School Society)
*Rev Anne Taylor (Dublin & Glendalough)	Ms Amy McCrea (CIYD)
Rev Barry Paine (Armagh)	Dr Kenneth Fennelly (Board of Education RI)
Rev James Mulhall (Cashel & Ossory)	Rev Dr Ian Ellis (Board of Education NI)

**Resigned May 2014*

1. NEW DEVELOPMENTS

2013 was a year of growth and change for Children’s Ministry in the Church. The appointment of a (part-time) Child’s Ministry Development Officer, Lydia Monds has been of tremendous benefit to the promotion of Children’s Ministry in the Church generally and will also allow for a more coordinated communications between Diocesan Children’s Ministry Representatives. Ms Monds will combine this role with that of Children’s Ministry Development Officer for the Sunday School Society for Ireland. It is intended that the forging of this close relationship between the Sunday School Society and the Church will facilitate a synergising of activity in Children’s Ministry in the life of the Church. The members of the Children’s Ministry Network are excited at the opportunities this new development will hold for the future and are grateful to the Sunday School Society for its generosity in entering into this new partnership, which is motivated by the greater mission of introducing children to a faith in Jesus Christ.

2. NEW WEBSITE AND ICT

One of the most prominent ways in which this support will now be provided is through a newly developed Children’s Ministry website: www.cm.ireland.anglican.org. The website contains information about upcoming trainings and events throughout the country as well as up to date resources and ideas for different age groups, targeting different times of the Church calendar. The hope is that by 2015 all diocesan websites contain a section dedicated to Children’s Ministry, which at the very least connects to the Children’s Ministry website.

As diocesan trainings take place the learning from these will be uploaded to the website to ensure that all dioceses can benefit from the ideas being shared and explored in a particular diocese at any given time. Furthermore, the website has a Facebook link that allows people to share their own ideas of what has worked well for them: <http://www.facebook.com/churchofirelandchildrensministry>. The page

will also provide a forum to ask for help and advice from others in similar roles and to provide support and encouragement.

An Ezine will be sent quarterly through Diocesan Communications Officers to all clergy and through Children's Ministry Representatives to all children's workers in their respective dioceses, that will keep people updated on what is going on and will link them to the latest resources and ideas and to each other.

3. Conferences

The Building Blocks Conferences 2013 were held in Ballymena and Dublin, with over 120 people attending in Ballymena and 240 attending in Dublin. Mr John Hardwick was the key note speaker and the approach this year was music based. The Building Blocks Conferences continue to be important events in the work of supporting Children's Ministry. In addition, a number of members of the Children's Ministry Network attended the Consultative Group on Ministry with Children (CGMC) Conference in the UK in both February and November which were on the topic of '*Children and Family Ministry - the same or different*'.

Rev Mary Hawes, Children and Youth Advisor with the Church of England, attended the February 2014 meeting of the Children's Ministry Network and delivered a half day series on the vision for ministry with children in the Church of England and facilitated a discussion among the Children's Ministry Diocesan representatives present. Rev Hawes also gave details of the forthcoming Anglican Children's Advisors Conference and it is intended that a representative of the Irish CMN would attend that event. It is hoped that building up such closer links our colleagues in the Church of England will enrich and further develop the work of Children's Ministry in the Church of Ireland.

4. CHILDREN'S MINISTRY REPRESENTATIVES

Several Children's Ministry Diocesan Co-ordinators have moved or are in the process of moving diocese and so we extend our thanks to Mrs Wendy Houston, Rev Kathy Trimby and Mrs Alison Jones for their faithful service in their respective dioceses. Their departures have created Children's Ministry Co-ordinator vacancies in the following diocese:

- Meath and Kildare
- Tuam, Killala and Achonry
- Clogher

We are anxious to have these roles filled in 2014 so that each diocese is linked in to the Network.

Finally, we say goodbye to Rev Anne Taylor who has championed the cause of Children's Ministry and who has worked tirelessly to see it embedded more deeply and integrated more fully in the life of the wider Church. Rev Anne will be greatly missed but we wish her well in the next stage of her life and ministry as she takes an incumbency near Liverpool in the UK.

APPENDIX F
THE CHURCH AND SOCIETY COMMISSION
REPORT 2014

Members

The Most Rev Dr Richard Clarke
The Most Rev Dr Michael Jackson
Mr Andrew Brannigan
Rev Dr Rory Corbett
Rev Adrian Dorrian (Chair)
Mr George Glenn (*ex officio*)
Mr Ken Gibson
Very Rev Kenneth Hall
Mr Samuel Harper
Mrs Hilary McClay

EXECUTIVE SUMMARY

The Commission Exists to provide oversight and direction of the Church's work in relation to social theology in action. The Commission's work is divided into two main areas:

1. Proactive work such as the preparation of reports, briefing documents and other resource material;
2. Reactive work such as responding to reports and public consultations, in addition to responding to events in society.

The work of the Commission over the past year has included:

1. Distribution of DVD Resource;
2. Response to legislation in both jurisdictions, including proposed laws on Abortion, Presumed Consent for Organ Donors and Human Trafficking;
3. Planning for a series of briefing papers on a variety of subjects for the use of the Church at large;
4. Responses to press inquiries;
5. Representation to government on matters of social theology.

REPORT

The energies of the Commission have been focussed in the following areas.

DVD Resource

This resource, which is designed to be used either as part of a Church Service, in a Parish Study Group or in Home Groups, highlights four social action projects across the Church of Ireland, which have grown out of local Parish contexts:

- Outreach to a local nursing home;
- A women's project;
- A ministry with children in Inner City Dublin;
- A money management/debt counselling project.

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The Resource launched at last year's General Synod. As well as the DVD, the resource includes:

- Liturgical material for use in Worship;
- Bible Study outlines;
- A Sermon outline.

Good Practice Resource

In the preparation of the DVD resource, it has become apparent that many Parishes across the Church are engaged in social action and outreach projects that are both imaginative and varied. Work has begun on a resource that will collate ideas and suggestions that it is hoped will be of use in very parish. This resource will be produced as a PDF Document, and it is hoped it can be made available on the Church of Ireland Website as well.

Briefing Papers

As part of the Commission's remit to be proactive in areas of social theology. In collaboration with Synod Services and the Press Office, a list of contemporary social issues/areas of interest has been drawn up and work has begun on producing a series of summary briefing papers outlining the broad issues relating to particular subjects. It is hoped that these summary documents will be of help in preparing 'first responses' to external enquiries, but may also be of use to local Churches as they seek to address social issues in their own setting. Some of these papers are available for review at Synod.

Responses to Press Inquiries

The Commission responded to a number of press enquiries and issued a well-received pre-Christmas statement which gained some media coverage. Members of the Commission were also interviewed by several news outlets on the subject of abortion and the new Girl Guiding Promise in the United Kingdom. The Commission is indebted to Dr Paul Harron and Mrs Jenny Compston in the Church of Ireland Press Office for their assistance and advice in relation to press matters.

Representation to and engagement with Government

Recognising the fact that Bishops and Archbishops are often the Church's first point of contact with government, the Commission engaged with government bodies North and South on legislative matters. Members of the Commission contributed to the Working Group on Abortion. Responses were made to proposed legislation in the Northern Ireland Assembly regarding Organ Donation and Human Trafficking. The Commission was in contact with the Commission of Education regarding proposed changes to equality legislation.

Revised Terms of Reference

The amended Terms of Reference for the Commission have allowed for increased representation on the Commission from members based in the Republic of Ireland, although this continues to be an ongoing situation. The Commission would welcome further expressions of interest in membership.

Mission Committees Meetings

Standing Committee – Report 2014

The Commission was represented at a gathering of ‘Mission Committees’ of the Church of Ireland.

Future Plans

The following projects will be completed in 2014:

- Good practice resource document.

The following projects will be underway by General Synod 2014:

- Introduction of ‘Flesh and Blood’.

The following projects are ongoing

- Response to press enquiries
- Engagement with government where appropriate.

APPENDIX TO THE CHURCH AND SOCIETY COMMISSION REPORT
BOARD FOR SOCIAL RESPONSIBILITY NI

Membership of the Board

Rev Dr Jonathan Barry
Mr Arthur D Canning
Mr George Glenn

Mr Robert Stinson
Ms Patricia Leinster

Staff

Mrs Christine Wilford
Mrs Patricia Gilbert
Mrs Lynda Graham
Mrs Gerry McCluskey
Mr Ian Slaine
Rev Dr William Murphy
Mrs Marie Walker

Sessional Counsellor
Senior Social Work Practitioner
Senior Social Work Practitioner
Senior Social Work Practitioner
Chief Executive
Pastor to the Adult Deaf
Administrator

Introduction

The Report on the Church of Ireland Board for Social Responsibility (NI) hereafter called the Board, provides an overview on the Calendar Year 2013 with a focus on:

Proposed changes to the structure of the Board;

- Finance;
- Service Delivery;
- Ending our involvement with the Ministry to the Adult Deaf.

Board Structures

In 2013 the Board continued with attempts at a structural change with regard to membership and its relationship with the Church at a range of levels.

On-going attempts were made to recruit Board Members through a range of Church linked sending representatives during 2013. The process proved slow and some sending bodies did not respond. Based on this lack of response and following contact from Church of Ireland House, Dublin staff members of the Board approached the Honorary Secretaries of the Church of Ireland with the aim of clarifying its relationship with the Church. A meeting was held with the Honorary Secretaries and Board Representatives in November 2013.

The meeting allowed for open discussion on a range of issues, including the lack of any meaningful control by the Church over the Board's work. The Board looks forward to obtaining a detailed response in early 2014 with a strengthening of the relationship between the Board and the Church as the hoped-for outcome.

The Board hopes for on-going support and seeks to maintain a link with the organisation which established us in the first place.

Funding

The Board depends upon a range of funding sources. Each funder brings, and expects, a clear and open audit control mechanism in place.

The Board receives a Core Grant from the Department of Health, Social Services & Public Safety towards the Adoption and Fertility Counselling Services.

Other funding sources are linked to service-delivery. Voluntary Trust Funds are used for specific service-delivery purposes or projects.

Our main funders, plus, the expectation of the funders are listed here:

- Core Grant, Department of Health, Social Services & Public Safety – towards core Adoption and Fertility Counselling Services;
- Service Level Agreements – towards service delivery – Next Step and Fertility Counselling Service NI;
- Spot Purchase – by Health & Social Care Trusts – for specific service-delivery;
- Voluntary Trust Funds – towards specific projects e.g. *Information Event for Parents of Donor Conceived Children* – Awards for All (Big Lottery) and Lloyds TSB Foundation for NI, rental of Counselling Rooms for Next Step Service Users – The Enkalon Foundation towards adoption and fertility counselling services – the Dean of Belfast’s Christmas Sit Out Appeal;
- Donations from Parishes and Dioceses to fund all aspects of the Board’s work;
- The Services of Robert Moore Associates are used to support the Board with a range of financial support services. The on-going support of Mr Robert Moore is most valued, particularly by the Chief Executive. In addition the services of our external Auditor ASM, Newry, is most appreciated by the Board.

The General Purpose and Finance Committee of the Board is fully involved in monitoring the financial situation of the organisation. As with most voluntary organisations in the current economic climate there is a need to regularly monitor the financial needs of the organisation.

Services

i. Adoption Routes

Adoption Routes is the original core service of the Board. All other social work/counselling services have developed from the former Church of Ireland Adoption Society.

In 2013 Adoption Routes took steps to re-enter the adoption placement service. The Adoption Panel has been re-established and a Training Programme for Panel Members has commenced. In addition we have made initial contacts regarding using freelance personnel to assess prospective adopters.

Whilst developing the above, the Board continues to provide a range of core adoption related services. These include:

- Support to adoption placements;
- Post Adoption/Access to Birth Records.

Adoption Routes provides a member of:

- The Adoption Panel of Belfast Health & Social Care Trust;

- The UK Social Work Advisory Group of BAAF;
- The Northern Ireland Post Adoption Social Workers Group.

ii. Next Step

Next Step is an Independent Counselling and Support Service for Birth Family Members affected by adoption.

In Northern Ireland the majority of children placed for adoption have been removed from birth family following statutory intervention by Social Services. The birth family is a socially isolated and stigmatised group.

Next Step is a service provided by the Board with an input from Family Care Adoption Service.

In 2013 a total of 83 new referrals were received for Next Step.

In October 2013 a Service User – known here as Barbara – gave a personal and emotive presentation to members of the Next Step Project Team (the Project Team being an advisory body made up of a range of professionals, Social Workers, a Judge, a Solicitor and a Birth Parent).

Barbara spoke of her life while caring for her children. Drugs and not her children were the main focus for Barbara. The children were subsequently removed by Social Services and adoption became the plan following failed attempts at rehabilitation.

Barbara gave a detailed, personal and emotive commentary on how Next Step Counselling helped her review her past, move on and care for a further child at home.

Our intention is to produce a DVD with Barbara to share with potential Users and Agencies.

In July 2013, our lead counsellor for Next Step, Mrs Lynda Graham, graduated with a Masters in Counselling & Therapeutic Communication. Congratulations to Lynda on this achievement.

iii. Fertility Counselling Service NI

The Board continues to be the lead provider of this specialist counselling service. In addition Board personnel are active members of both the British Infertility Counselling Association and the Irish Fertility Counsellors' Association. It is important to note that our specialist service, based in Belfast, is having an impact at a national level across two nations as well as on counselling practice.

In 2013 the Fertility Counselling Service received 280 new referrals. This is in addition to on-going counselling cases.

The Fertility Counselling Service NI ran a conference entitled “Becoming a Family with the Help of a Donor” in 2013. The conference was aimed at parents of children conceived through Donor Conception. A range of speakers were invited from Britain, with both academic and personal experience of the issue. The Conference was attended by 65 parents/potential parents and 8 professionals e.g. Counsellors, Doctors, Nurses.

Feedback on the course was most positive. Examples included:

‘We have always known we are going to tell our daughter, but this has highlighted it and advised us more’;

'It has helped me formulate my ideas on egg donation and my approach to my infertility';

'We have a donor-conceived child and it helps to prepare us for the time when we start to tell her how she was conceived';

'Broadened knowledge of things from both perspectives';

'Importance of telling';

'Really got an insight into telling and talking';

'Advice on upcoming obstacles. The child's information, not ours'.

Mrs Gerry McCluskey took the lead in organising this event on behalf of the Fertility Counselling Service NI. Well done for all her efforts with regard to the event (a copy of the Report on the event is available on request – e-mail info@fertilitycounsellingserviceni.co.uk)

In late 2013 the Board commenced negotiations with Glasgow Centre for Reproductive Medicine (GCRM) Belfast to provide a contracted Fertility Counselling Service to this new private unit. GCRM Belfast hopes to open its doors in early 2014 following statutory and regulatory inspections.

iv. Social Outreach

With a restriction from our external funders the service of providing support to families in need has come to an end. Sadly many families can no longer have access to financial support at a time of crisis via the Board.

Our Christmas Appeal for Toys was very successful this year. Toys were distributed to families in need across Northern Ireland through a variety of means, Church of Ireland Parishes, Women's Aid and Social Services.

v. Services to the Adult Deaf, Hearing Impaired and Disabled

In May 2013 the Rev Dr William Murphy retired from his post as Pastor to the Adult Deaf. Following this, a decision was taken to remove managerial and line management support from the Board.

The Board provides an input into the Church of Ireland Working Party on Disability. The Board's Chief Executive is an active member of the committee and acts as note taker. This organisation's Report to Synod is displayed separately in the Book of Reports.

vi. Membership

The Board is seriously concerned about the growing potential for it to become isolated from Church control and particularly at a time when the social values which have guided its work are being challenged by many secular developments.

The active presence and participation of clergy and lay members in the management of the Board are essential if growing secular influences are to be offset or balanced by Church teaching.

An appeal for new members has already been launched. The Board wishes to bring this to the attention to all who read this Report and invites your expression of interest should you wish to find out more about our current services.

vii. Conclusion

The Board continues to provide a range of specialist social work and counselling services.

The Board intends to build on its service-base and explore opportunities for additional areas of service-delivery.

At a time when the existing work of the Board is challenged by secular and legal influences, it hopes to continue receiving support and guidance from the Church.

APPENDIX G

REPORT OF THE GENERAL SYNOD LEGAL ADVISORY COMMITTEE INTO QUESTIONS ON CERTAIN ASPECTS OF THE DISCIPLINARY SCHEME

The meeting of the Legal Advisory Committee was convened to give opinion on the following issues:

- 1. Can an unincorporated body such as a Diocesan council or a Select Vestry provide the surety required under Chapter VIII S26 (c) of the Constitution of the Church of Ireland? If not, should the Constitution be amended to allow for this?*
- 2. Should a person resident in a diocese be excluded from membership of the Complaints Committee or a sub-committee thereof when hearing a complaint against a person resident in the same diocese?*

Accompaniment of Written Submission with sum of £600 or €1000:

The Committee responded as follows:

The Committee advises that Chapter VIII of the Constitution of the Church of Ireland does not preclude an unincorporated body from providing the sum of £600 or €1000 as required under Chapter VIII S26 (c). In deciding whether or not to provide such a sum the body must satisfy itself that it is empowered to do so.

Membership of the Complaints Committee:

The Committee responded as follows:

The Committee advises that no fundamental change to the Constitution is required. The question is primarily one of bias and perception of bias and this is dependent on prior knowledge of the parties and/or another particular interest in the proceedings. Any member of the Complaints Committee (whether from the Diocese or otherwise) should recuse themselves if such a question could arise in a particular case. Accordingly, the Committee feels the matter may be addressed by guidelines rather than Constitutional amendment.

APPENDIX H

HISTORICAL CENTENARIES WORKING GROUP

Membership:

The Bishop of Clogher (Convenor)

The Ven Robin Bantry White

Dr Kenneth Milne (Church of Ireland Historiographer)

Professor David Hayton (co-opted)

Mr George Woodman (co-opted January 2014)

The Ven Ricky Rountree (representing the Liturgical Advisory Committee)

The Rev Earl Storey (in an advisory role)

Dr Paul Harron (in advisory role)

The Historical Commemorations Working Group was established by the Standing Committee in 2012 to monitor activity and to plan events relating to the Decade of Centenaries 2012-2022. In addition to appointed and co-opted members the Working Group consults with professional historians, librarians, and commentators as the need arises. The Working Group conducts its business almost exclusively through telephone conferencing.

It is important to acknowledge that many groups within the Church of Ireland, and many Church of Ireland members working with other civic groups are also organising events to consider the impact of the truly momentous events of the years 1912-1922 on modern Ireland.

The Working Group held a very successful Symposium in Autumn 2012 relating to the political and theological aspects of the Ulster Solemn League and Covenant. The Symposium was attended by about 100 participants from a very wide range of civic, political and religious life in Ireland. The Symposium was held in Moira, Co Down.

A second Symposium was planned to be held in Liberty Hall, Dublin, in November 2013 on the social, religious and economic aspects of the Dublin Lock Out of 1913. Despite a very distinguished panel of speakers, the Symposium failed to attract sufficient participants.

At the time of writing the Group is considering a number of events to mark the anniversary of the beginning of the Great War in August 1914. Because of the profound effect which the war had, and continues to have, on life across the world, there will be an enormous number of events of every sort taking place. In fact the government in the Republic of Ireland has established a website www.decadeofcentenaries.com to help inform interested parties of the range of events that are being planned. A World War One Commemoration Committees has also been established in Northern Ireland, chaired by Mr Jeffrey Donaldson MP.

The Church of Ireland Working Group hopes to organise a symposium reflecting on the specifically theological and ethical implications of the Great War possibly in collaboration with the very extensive programme which has been planned by the authorities of St. Patrick's Cathedral, Dublin.

Tentative plans are also being discussed to run a short story competition for young people around a theme related to the Great War.

In recognition of the fact that military and constitutional matters did not entirely dominate the 1912-1922 period the Working Group is supporting Cumann Gaelach na hEaglaise in its centenary year.

The Liturgical Advisory Committee (LAC) have been supporting the work of the Group by producing relevant liturgical material which can be adapted for use in a number of contexts. During the past year liturgical material was produced for the 'Lockout 1913' the LAC are currently working on material for the Great War and 1916 Rebellion. These resources will all appear on the Church of Ireland Website, Worship Section.

APPENDIX I

HISTORIOGRAPHER'S REPORT

Numerous titles appear each year dealing specifically with Church of Ireland subjects or making substantial references to the Church, and 2012-3 has been no exception. Now that both political jurisdictions in Ireland have embarked on the decade of commemorations a great deal is being written about the events being marked and the Church of Ireland figures to a varying extent. Particularly noteworthy are Dr Andrew Scholes's treatment of *The Church of Ireland and the Third Home Rule Bill*, (Irish Academic Press, 2012) and Mr Pádraig Yeates's *Lockout Dublin 1913* (Gill and Macmillan reprint 2013), the latter devoting many pages to the 'Saving the Children' scheme that caused much religious controversy during the lockout. 2013 has also seen the publication of Dr Alan Acheson's *Bishop John Jebb and the nineteenth century Anglican renaissance* (Clements Publishing, Toronto).

There have been notable additions to the range of printed primary material now available to scholars. Volume III of Dr Rachel Finnegan's *Letters from abroad: the Grand Tour correspondence of Richard Pococke* [sometime Bishop of Ossory] and *Jeremiah Milles* [Waterford and Lismore] has appeared (Pococke Press, Piltown, Co Kilkenny). Frenchchurch Press (Killenard and York) has published John Stocks Powell's edition of *The combined registers of Portarlinton, Lea and Ballykean 1800-1850*, and also now in print is portion of the *Liber Niger* of Christ Church Cathedral, Dublin, (RCB Library MS C6.1.1) under the title *Estoire de l'Evangile*, 'a critical edition of an anonymous Anglo-Norman gospel harmony', edited by Brent A. Pitts for the Society for the Study of Medieval Languages and Literature (Oxford, 2012). The proceedings of a Maynooth conference on Richard Fitzralph, '(Richard of Dundalk', the 14th century Archbishop of Armagh, have appeared in print, edited by Dr Michael W Dunne and Dr Simon Nolan, O.Carm.

Reference was made in last year's report to the collection of books of particular liturgical interest donated by Dean Gilbert Mayes to the library of Christ Church Cathedral, Dublin. The collection has been professionally listed and details will be posted on-line early in 2014 so that interested readers may, by appointment, consult it in the cathedral Library and Archives.

Two other books, not dealing exclusively with the Church of Ireland but in which the Church figures conspicuously, are *New life for churches in Ireland: good practice in conversion and reuse*, ed. Dr Paul Harron (Ulster Historic Churches Trust, 2012) which is by no means confined to buildings in the province of Ulster, and volume IV in the Yale University Press

‘Buildings of Ireland’ series’, *South Ulster: the counties of Armagh, Cavan and Monaghan* by Dr Kevin V. Mulligan (2013).

Two works dealing with specifically Church of Ireland subjects are currently going to press: Dr Claude Costecalde’s sumptuously produced *Illustrated history of the Church of Ireland* and a new edition of *The Letters of Archbishop Hugh Boulter* [of Armagh] first published at Oxford and Dublin in 1769/70. The new edition, from Four Courts Press is edited by Dr Kenneth Milne and Professor Patrick McNally and includes additional correspondence and a biographical introduction.

In the course of the past twelve months I have been glad to respond to a number of enquiries of an historical nature and I have met several researchers who are engaged in work on the Church of Ireland.

Consideration has been given to revising the *Bibliography of Church of Ireland history* that was brought out by Church of Ireland Publishing in 2005. However, it has been decided that the most effective means whereby readers can keep abreast of new publications is by consulting the Royal Irish Academy’s database <irishhistoryonline.ie> which is constantly updated and whose ‘search’ pathway will guide them to a vast range of sources pertaining to the Church of Ireland.

Dr Kenneth Milne

APPENDIX J

IRISH CHURCHES PEACE PROJECT

At its meeting in November 2012 the Standing Committee approved the participation of the Church of Ireland in what has become known as the Irish Churches Peace Project (ICPP). The purpose of the project is, *inter alia*, to encourage and manage cross community dialogue at local and province wide levels with a view to deepening the Peace Process.

The ICPP is a programme funded entirely through the Special EU Programmes Body (SEUPB) Peace III Programme and involves a partnership between the Presbyterian Church in Ireland, the Methodist Church in Ireland, the Church of Ireland, the Roman Catholic Church in Ireland and the Irish Council of Churches. The Presbyterian Church in Ireland is the lead partner. The project enjoys the support of the Office of the First Minister and the Deputy First Minister in Northern Ireland.

The Standing Committee nominated the Rt Rev John McDowell, Bishop of Clogher and the Rev John McClure of the Diocese of Connor to represent the Church of Ireland on the ICPP Steering Group. The Steering Group is chaired by the Most Rev Donal McKeown, Auxiliary Bishop of Connor.

A proposal for funding a project of this nature had first been lodged and discussed with the SEUPB some years ago but came only to fruition in 2013. Because much of the largest part of the funding was allocated to engage staff to deliver the project, the first task of the Steering Committee was to recruit a Director and suitably qualified staff to begin the preliminary work of mapping, familiarisation and planning.

A Director (Mr Keith Hamilton) and six Good Relations Officers (GROs), and two administrative and financial staff have been recruited. The GROs have been assigned to specific geographical areas as identified in the Funding Proposal and Letter of Offer.

The project was officially launched in October 2013 and since that time the staff have been familiarising themselves with their areas of operation and are at the time of writing beginning to deliver the first of their programmes.

Further details of the project can be found on the ICPP website <http://www.icpp.info/>

APPENDIX K

NORTHERN IRELAND COMMUNITY RELATIONS WORKING GROUP

REPORT TO THE GENERAL SYNOD 2014

Members:

Ven George Davison
Rev Adrian Dorrian
Rev Barry Forde
Rt Rev John McDowell
Rt Rev Harold Miller

In Attendance:

Dr Paul Harron
Janet Maxwell

The Northern Ireland Community Relations Working Group met four times since it was set up by the Standing Committee in September 2013. The Working Group met in person and by teleconference and also used e-mail to exchange and develop material.

The Working Group's methodology was to spend time reflecting on new proposals and developments in NI with a view to supporting active engagement by the Church in any processes that promote debate of issues relevant to community relations or that will further understanding and reconciliation between communities in NI. The Working Group also sought to deepen the bonds between Churches, participating in joint arrangements to develop a common approach based on Christian values. The Working Group has representation and has worked with an informal group involving the four churches and the ICC.

The current political dialogue is fraught with difficulty as ideological positions remain very far apart. The capacity of the Churches to articulate a unified Christian witness helps provide a framework of continuity and balance when the distance between political views is starkly felt.

In addition, the Working Group is aware of many issues related to culture within the Protestant community including Orange culture and loyalism; how victims and survivors relate to the Church and to wider society and the role of the Church in the public square.

The Working Group considered the history of documents and proposals related to the peace process including *A Shared Future*, *The Programme for Cohesion Sharing and Integration*, *The Consultative Group on the Past (Eames-Bradley Report)*, *Together Building a United Community* and the *Haass Proposals*.

The Working Group made a report to the Standing Committee which gave broad approval to the Working Group's draft response to Together Building a United Community (TBUC) and suggested some amendments both in content and tone. The Standing Committee also encouraged the Group in their work and gave permission for the TBUC response to be submitted to OFM/DFM when the Group had an opportunity to meet to consider the suggestions made by Standing Committee.

APPENDIX L
PARISH DEVELOPMENT WORKING GROUP
REPORT 2014

COMMITTEE MEMBERSHIP

Mrs Brigid Barrett (Administrator)
The Rt Rev Kenneth Clarke
Rev Paul Hoey (Chair)
Rev Ruth Jackson Noble
Dr John Tyrell

As outlined in last year’s report the shape of Parish Development in the life of the Church of Ireland is taking a new direction in response to the changing needs of the Church. The core elements of the new way of working are:

1. The establishment of a Network of Parish Development, bringing together those with experience in this area and drawing on the gifts and ideas of interested people from each of the dioceses.
2. The compilation of a common pool of resources, including tools and models developed as part of the Church21 process, to be made available to any parish wanting to embark on its own journey of development.
3. The drawing together of a pool of facilitators who would be willing to serve parishes that would value the objectivity such external guides can bring to a process of development.
4. The running of a bi-annual all-Ireland Parish Development Conference to stimulate interest in and ideas for any parish that is considering embarking on a parish development process.
5. The maintenance of a small steering group to co-ordinate the above and to take general responsibility for communication and for the promotion of parish development.

Since the 2nd and 5th components of the plan are already being enacted the next natural step seemed to be to establish the network (no.1). To this end in early 2013, the Working Group arranged a consultation attended by key people in the field of parish development in each diocese. This group agreed that ten “building blocks” are foundational for any process of development in a parish. These now form the basis of the pool of resources that is being compiled. They are:

1. Honest self-evaluation;
2. Harnessing dissatisfaction;
3. Discerning vision;
4. Building teams;
5. Maximising communication;

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6. Managing change;
7. Shaping culture;
8. Enabling action;
9. Handling conflict;
10. Maintaining momentum.

The group agreed to meet again with a view to sharing ideas and resources and motivating a common approach.

The next intended step is the running of a Parish Development Conference, but the Group is keen first to hear the outcome of the 2014 Mission Conference which is setting out to “articulate the mission of the Church of Ireland in a way that can be embraced and supported by all?” in order to hone its agenda accordingly.

The journey continues.

During the year Mrs Carolyn O’Laoire stepped down from membership. The Group is enormously grateful to Carolyn for her dedicated service over the years and for all the creativity and imagination she brought to the process.

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APPENDIX M

STANDING COMMITTEE

PRIORITIES FUND

INCOME AND EXPENDITURE ACCOUNT		Year ended 31 December	
		2013 €	2012 €
INCOME			
Contributions	1	459,421	559,667
Deposit interest		1,113	673
Investment income		29,951	29,960
		<u>490,485</u>	<u>590,300</u>
EXPENDITURE			
Administration Expenses	2	(34,044)	(39,491)
Operating Surplus for the Year		<u>456,441</u>	<u>550,809</u>
ALLOCATIONS & GRANTS			
Allocations & Grants Distributed	3	(454,612)	(514,900)
Surplus after Allocations & Grants		<u>1,829</u>	<u>35,909</u>
Valuation Movement		43,453	131,086
Currency translation adjustment		3,397	(2,067)
Net Surplus for the year		<u><u>48,679</u></u>	<u><u>164,928</u></u>

STANDING COMMITTEE

PRIORITIES FUND

BALANCE SHEET

Year ended 31 December

		2013 €	2012 €
INVESTMENTS			
Investments held by the RCB	4	847,505	804,052
		<hr/>	<hr/>
CURRENT ASSETS			
Cash held on deposit by RCB	5	332,094	327,033
Cash at bank		261	96
		<hr/>	<hr/>
		332,355	327,129
		<hr/>	<hr/>
CURRENT LIABILITIES			
Loans		(48,760)	(48,760)
PAYE/PRSI		(4,806)	(4,806)
		<hr/>	<hr/>
		(53,566)	(53,566)
		<hr/>	<hr/>
Net Assets		<u>1,126,294</u>	<u>1,077,615</u>
FUNDS EMPLOYED			
Balance at 1 January		1,077,615	912,687
Surplus for the year		48,679	164,928
		<hr/>	<hr/>
Balance as at 31 December		<u>1,126,294</u>	<u>1,077,615</u>
		<hr/> <hr/>	<hr/> <hr/>

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Notes to the Financial Statements

	2013	2012
	€	€
1. Contributions		
Contributions from the dioceses	459,421	559,667
	<u>459,421</u>	<u>559,667</u>
	<u><u> </u></u>	<u><u> </u></u>
2. Administration Expenses		
	2013	2012
	€	€
Salaries & PRSI	22,760	23,025
Organiser's & Committee expenses	4,997	4,814
Printing & Stationary	2,732	7,096
Postage & Photocopying	1,506	2,104
Miscellaneous & Transfers	2,049	2,452
	<u>34,044</u>	<u>39,491</u>
	<u><u> </u></u>	<u><u> </u></u>
3. Grants & Loans		
	2013	2012
	€	€
Ministry	120,193	91,886
Retirement Benefits	1,355	1,888
Education	36,811	125,763
Community	89,079	62,461
Areas of Need	43,748	46,859
Outreach Initiatives	107,108	153,949
Innovative Ministry	56,318	32,094
	<u>454,612</u>	<u>514,900</u>
	<u><u> </u></u>	<u><u> </u></u>

Standing Committee - 2014

4. Invested assets are shown at market value in 2013 and 2012 values have been restated to show these values.

	2013	2012
5. Cash on deposit held by the RCB	€	€
Cash on deposit held by the RCB	332,094	327,033
	<u>332,094</u>	<u>327,033</u>
	<u><u>332,094</u></u>	<u><u>327,033</u></u>

This represents cash held on behalf of The Priorities Fund by the RCB in pooled bank accounts.

6. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2013, €1 = £0.8302 (2012: €1 = £0.8161).
7. The Priorities Fund is not the beneficial owner of any tangible fixed assets, and thus no depreciation charge arises in the period.



INDEPENDENT AUDITORS' REPORT TO THE COMMITTEE OF THE CHURCH OF IRELAND PRIORITIES FUND

We have audited the financial statements of the Church of Ireland Priorities Fund for the year ended 31 December 2013 which comprise the Income and Expenditure Account, the Balance Sheet, the Accounting Policies and the related notes. The financial reporting framework that has been applied in their preparation is the basis of preparation and accounting policies notes to the financial statements.

Respective responsibilities of the Committee and auditors

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

This report, including the opinion, has been prepared for and only for the Committee for governance purposes in accordance with our engagement letter dated 4 November 2013 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 including without limitation under any contractual obligations of the charity, save where expressly agreed by our prior consent in writing.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Fund's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Committee; and the overall presentation of the financial statements.

Opinion on financial statements

In our opinion the financial statements for the year ended 31 December 2013 have been properly prepared in accordance with the basis of preparation note and accounting policies on page 5 and present the state of the Church of Ireland Priorities Fund's affairs as at 31 December 2013 and its surplus for the year then ended in accordance therewith.



INDEPENDENT AUDITORS' REPORT TO THE COMMITTEE OF THE CHURCH OF IRELAND PRIORITIES FUND - continued

Emphasis of matter – Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to the fact that the accounting policies used and disclosures made are not intended to, and do not, comply with all the requirements of Generally Accepted Accounting Practice in Ireland.

**PricewaterhouseCoopers
Chartered Accountants
Dublin**

13 March 2014

APPENDIX N
WORKING GROUP ON DISABILITY

Membership

Rev Jennifer McWhirter (Chairperson)	Dr Timothy Jackson
Mr James Clarke	Mr Ian Slaine
Rev Malcolm Ferry	Mrs Audrey Tormey
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.

RETIREMENT OF CHAIRPERSON

The previous Chairperson of the Working Group on Disability, the Revd Canon Will Murphy, retired from this position during the past year. At his last meeting, held on 11th June 2013, he introduced the Rev Jennifer McWhirter, who has taken over the role as Church of Ireland Chaplain to the Deaf, and also as Chairperson of this Working Group. We want to acknowledge Will's hard work on behalf of this working group, his commitment and dedication and wish him all the best for his retirement.

DISABILITY AWARENESS SUNDAY

Resources for Disability Awareness Sunday (the third Sunday in November) were posted on the Church of Ireland website. The Church of Ireland Press Officer made available to Diocesan Information officers and also published in the Church of Ireland Gazette an article about deafness and hearing loss which had been compiled by the Chairperson. The article provided information about deafness and hearing loss and gave some suggestions for parishes to better facilitate people who are deaf or hard of hearing.

GENERAL SYNOD LOCATIONS

The Working Group has approached the General Synod office about the possibility of acting as advisor in the planning of locations of future General Synods. We as a group feel strongly that people with disabilities should be facilitated in their attendance of General Synod and the locations chosen should reflect this inclusion.

THE CHURCH OF IRELAND THEOLOGICAL INSTITUTE

A seminar on disability awareness for final year students in the Institute is now included as part of the curriculum for ordinands and is intended to encourage them in their thinking through the issues involved in inclusivity for disabled people in the Church.

WORK PLAN

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.

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APPENDIX O
STANDING COMMITTEE
INCOME AND EXPENDITURE ACCOUNT

	Notes	2013 €	2012 €
INCOME			
Representative Church Body	1	568,658	575,521
Deposit Interest	2	4,266	8,013
Royalties Fund Income		20,099	13,868
Grants/Contributions		36,707	20,272
		<u>629,730</u>	<u>617,674</u>
EXPENSES			
Services provided by RCB	3	265,891	269,444
General Synod Expenses	4	32,645	37,916
Miscellaneous Expenses	5	29,508	33,087
		<u>328,044</u>	<u>340,447</u>
OPERATING SURPLUS FOR THE YEAR		<u>301,686</u>	<u>277,227</u>
ALLOCATIONS AND GRANTS			
Allocations to Ecumenical and Anglican Organisations	6	118,703	111,467
Allocations to Church related Organisations	7	190,966	196,760
		<u>309,669</u>	<u>308,227</u>
(Deficit) for year		<u>(7,983)</u>	<u>(31,000)</u>

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STANDING COMMITTEE

FUND ACCOUNT		Year ended 31 December	
		2013	2012
		€	€
CURRENT ASSETS			
Cash on deposit held by RCB	8	375,885	385,329
Net Assets		<u>375,885</u>	<u>385,329</u>
FUNDS EMPLOYED			
Balance at 1 January		385,329	414,307
(Deficit) for the year		(7,983)	(31,000)
Currency translation adjustment		(1,461)	2,022
Balance as at 31 December		<u>375,885</u>	<u>385,329</u>

Standing Committee – Report 2014

Notes to the Accounts

1. Income from Representative Church Body

	2013 €	2012 €
Representative Church Body allocation	596,365	605,454
Refund unexpended allocation	(27,707)	(29,933)
Total income from RCB	<u>568,658</u>	<u>575,521</u>

2. Deposit Interest

	2013 €	2012 €
-Royalties Fund	4,266	8,013
	<u>4,266</u>	<u>8,013</u>

3. Services provided by the RCB

Services provided by the RCB relates to time apportionment of RCB staff to Standing Committee support.

4. General Synod Expenses

	2013 €	2012 €
-Venue and Facilities	32,645	37,916
	<u>32,645</u>	<u>37,916</u>

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5. Miscellaneous Expenses	2013	2012
	€	€
- Inter Church Addiction	3,614	3,676
- Parish Development Working Group	1,053	4,811
- Publications & Printing	3,286	3,956
- Honorary Secretaries' expenses	9,337	9,374
- Porvoo Communion	1,655	891
- Historiographer's Expenses	2,350	1,829
- Church & Society Commission	5,525	2,054
- Council for Mission	860	1,666
- Minor Expenses of Committees	-	1,266
- Commission on Ministry	1,828	1,989
- Covenant Council	-	1,575
	<u>29,508</u>	<u>33,087</u>
	=====	=====

6. Ecumenical and Anglican Organisations	2013	2012
	€	€
- Anglican Consultative Council	45,905	45,338
- Churches Together in Britain and Ireland	12,045	12,253
- Irish Council of Churches	23,800	23,736
- Irish Inter-Church Meeting	13,197	13,163
- World Council of Churches	8,755	8,577
- Conference of European Churches	5,000	3,000
- Delegates' expenses (travel/conferences)	10,001	5,400
	<u>118,703</u>	<u>111,467</u>
	=====	=====

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7. Allocations to Church related Organisations	2013 €	2012 €
- Central Communications Board	140,088	125,948
- Royalties Fund	12,223	37,500
- Church of Ireland Marriage Council	13,131	15,001
- Royalties Fund Expenditure	21,277	12,440
- Safeguarding Trust	4,247	5,871
	<u>190,966</u>	<u>196,760</u>
	<u><u>190,966</u></u>	<u><u>196,760</u></u>

8. Cash on Short Term Deposit	2013 €	2012 €
- Royalties Fund	302,393	306,265
- Hymnal Revision	1,551	1,578
- Other Account Balances	71,941	77,486
	<u>375,885</u>	<u>385,329</u>
	<u><u>375,885</u></u>	<u><u>385,329</u></u>

This represents cash held on behalf of Standing Committee by the RCB in pooled bank accounts.

9. Foreign currency transactions have been translated to Euro at the rate of exchange ruling on 31 December 2013, €1 = £0.8302 (2012: €1 = £0.8161).



CHARTERED ACCOUNTANTS' REPORT ON THE UNAUDITED FINANCIAL INFORMATION OF THE CHURCH OF IRELAND STANDING COMMITTEE

In accordance with our engagement letter dated 4 November 2013 we have compiled the entity's financial information, which comprises the Income and Expenditure Account, Fund Account and the related notes, from the accounting records and information and explanations you have given us.

The financial information has been compiled on the basis set out in the accounting policies on page 1 to the financial statements.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile to meet your governance requirements. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2013 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.

**PricewaterhouseCoopers
Chartered Accountants
Dublin**

13 March 2014

Standing Committee – Report 2014

GENERAL PURPOSES FUND				
INCOME AND EXPENDITURE ACCOUNT				
			2013	2012
			€	€
INCOME				
Interest and dividends			1,034	1,034
Venerable E Colvin Bequest			23	23
			<u>1,057</u>	<u>1,057</u>
EXPENSES				
Registrar's fees			63	63
Legal and other costs			992	992
			<u>1,055</u>	<u>1,055</u>
OPERATING SURPLUS FOR YEAR			2	2
Balance 1 January 2013			27,764	23,624
Currency translation adjustment			(1)	5
Gains unrealised on revaluation			<u>1,504</u>	<u>4,133</u>
Balance 31 December 2013			<u>29,269</u>	<u>27,764</u>
FUNDS EMPLOYED				
Investments			29,250	27,748
Cash held by RCB			<u>19</u>	<u>16</u>
			<u>29,269</u>	<u>27,764</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2013, €1 = £0.8302 (2012: €1 = £0.8161).



CHARTERED ACCOUNTANTS' REPORT ON THE UNAUDITED FINANCIAL INFORMATION OF THE CHURCH OF IRELAND GENERAL PURPOSES FUND

In accordance with our engagement letter dated 4 November 2013 we have compiled the entity's financial information, which comprises the Income and Expenditure Account and Fund Account from the accounting records and information and explanations you have given us.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile to meet your governance requirements. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2013 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.

**PricewaterhouseCoopers
Chartered Accountants
Dublin**

13 March 2014

**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):** A summary of progress to establish the ESA and concerns of transferors regarding education services for schools.
2. **Controlled Sector Support Body:** Funding for the development of this body is halted pending establishment of the ESA.
3. **Reform of the Common Funding Scheme for schools:** Transferors draw attention to inequitable budget allocations for many schools in proposed changes to this scheme.
4. **Shared Education:** The report from a ministerial advisory group is discussed; a new shared campus scheme announced and positive developments in shared education welcomed.
5. **Religious Education (RE):** Churches working together to provide support for RE in schools.
6. **Review of Initial Teacher Education (ITE) in Northern Ireland:** Transferors offer views on trends to reshape teacher education in NI.
7. **Consultations:** Four 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 two annual conferences for children's ministry workers.
10. **Annual Theological Lectures at Queen's University Belfast (QUB):** 2014 lectures were well attended and widely appreciated.
11. **Membership**

Report

1. Establishment of the Education and Skills Authority (ESA)

The Education Bill to enable the establishment of the Education and Skills Authority (ESA) has not yet been passed by the NI Assembly. It is understood that there is insufficient political agreement to enable the legislation to be considered by the NI Executive. The proposed legislation would bring together the five Education and Library Boards (ELBs), the Youth Council, Staff Commission and the statutory functions of the Council for Catholic Maintained Schools (CCMS).

The creation of this single authority for all schools in Northern Ireland represents the most significant change in administration of education in forty years. ESA's main functions will be: Improving education and raising standards in schools, planning the schools' estate, providing support for school governors and providing key services to schools such as: school transport, school maintenance, school meals, and youth services.

Transferors have welcomed the fact that their existing legal rights are both acknowledged and protected in the Education Bill, enabling them to continue to play a constructive role in partnership with others in education in Northern Ireland. During the Committee stage of the Bill and subsequently, the TRC has made a number of submissions suggesting some important amendments, namely, to clarify and strengthen the functions of the proposed Controlled Sector Support Body and

simplify the process of appointing transferor governors to Controlled secondary schools. At the time of writing this report they still await assurance that these issues have been addressed.

Transferors have attempted to be positive in their approach to the development of the Bill. However there is increasing concern that the political impasse is placing a great strain on the existing Education and Library Boards (ELBs) which are required to provide education services to schools at a time of staffing pressures and high workload upon Board officers. Their chief concern is that while political uncertainty continues schools may suffer due to stress on service delivery. In February 2014 the Minister announced that in response to serious concerns expressed by representatives of the ELBs he was reviewing vacancy control in Boards to ensure that they are adequately staffed going into the future.

At the time of writing this report the future of the ESA ‘project’ is uncertain; a political decision is required as to whether the goal of a single education authority is deliverable or whether a return should be made to a revitalised ELB model of administration of education.

2. Controlled Sector Support Body

Alongside the ESA there will also be sectoral support bodies. A new support body has been proposed for the Controlled Sector and a Working Group has been tasked to make all necessary preparations to enable this body to be operational as soon as ESA is in place. Transferors are represented on the Working Group which has been meeting regularly since September 2012. However, the Minister of Education, Mr John O’ Dowd MLA has announced that after December 2013 he would not be providing any further funding for sectoral support bodies and that the work of the Group must be paused. This is deeply regrettable and particularly disadvantages Controlled schools which will have no representative body supporting them. Transferors have made representations to DE and political parties on this issue, however it is clear that further funding is contingent on establishing the ESA.

3. Reform of the Common Funding Scheme for schools

During 2013 the Department of Education issued a consultation on proposals to reform the Common Funding Scheme for schools. This controversial revision proposed the use of the free school meals index to allocate additional resources to schools in socially deprived areas. A consequence of this skewing of funds was that over 600 other schools would receive a reduced allocation of funding. The Department received almost 15,000 responses - one of the largest numbers to respond to any consultation in recent years. The TRC in its response acknowledged that schools with high numbers of children from deprived backgrounds should receive extra funds; however this should not be at the expense of the sustainability of other schools. The TRC also drew attention to the inadequacy of the free school meals index to evaluate educational disadvantage and asked for research to find a more refined measure. Following the consultation the minister announced in February 2014 that most schools which thought they would face budget cuts have been reprieved. Schools which were due to gain a lot of money will still benefit, but perhaps not as much as they had hoped. An interim fund of hundreds of thousands of pounds would be set up to cover those still facing budget cuts, but it is

understood that would only last for one year. At the time of writing details of schools' revised budgets have not been published.

4. Shared Education

Ministerial Advisory Group on Advancing Shared Education: In July 2012 the Minister of Education appointed this group chaired by Professor Paul Connolly of Queen's University Belfast, to explore and bring forward recommendations on how to advance shared education in NI. The group examined all barriers to advancing sharing including different types of schools, underachievement, academic selection and socio-economic status.

The Group reported in March 2013 and made 20 recommendations. Three recommendations identified the need to address the vexed issue of academic selection; these are unlikely to attain widespread support due to the diversity of views on this educational issue. However the main recommendations addressed issues which could be tackled immediately: the need to mainstream shared education; supporting schools in shared education; schools and other institutions working together; area-based planning and the school estate.

The group did endorse a definition of shared education from its remit: it 'involves two or more schools or other educational institutions from different sectors working in collaboration with the aim of delivering educational benefits to learners, promoting the efficient and effective use of resources, and promoting equality of opportunity, good relations, equality of identity, respect for diversity and community cohesion'.

In his response to the report Minister O'Dowd agreed that the correct starting point was to ensure that 'sharing is in the DNA of our education system'. The Minister has committed to include a statutory definition of shared education in the forthcoming Education Bill and provisions for ESA to encourage and facilitate it.

Shared Education Campus Scheme: In January 2014 this scheme was announced by the Minister who invited schools to apply for funding to set up shared education campuses. Campuses will be selected against certain criteria, must be cross-community and supported by both local people and management authorities. The programme is aimed at providing capital assistance to schools to facilitate and deliver the following types of sharing:

- Shared facilities – where new facilities are built to allow for shared use by all schools within the model;
- Enhanced facilities – where current facilities are improved to allow for shared use by all schools within the model;
- Shared Campus – where schools are co-located and share infrastructure.

This is a very welcome development; however there will be an inevitable time-lag of several years before selected campuses become a reality. A number of programmes have been running over the past number of years with funding provided by external philanthropic bodies and have shown the value and potential of sharing across the schools' system.

Lisanelly Education Campus: This government supported scheme of shared education is a unique development for post-primary education provision in Omagh. It offers the potential for up to six existing schools (Controlled, Maintained, Voluntary Grammar and Special Education) to locate to a former military site in a mature parkland setting. There will be new facilities for all areas of education providing opportunities for collaboration between schools whilst retaining their individual identity and ethos on a shared site. The strong backing of the local Churches and the close working of the ELB and school management authorities have been of strategic importance in taking forward this visionary development.

Jointly Managed Church Schools: During the past year transferors, representatives of the Catholic Trustees and DE have held a number of meetings regarding draft guidelines applicable to proposals for such schools. Discussions have been productive and are ongoing as a number of outstanding issues are addressed.

5. Religious Education (RE)

This Board along with the Boards of Education of other transferor churches remain concerned about the extent of future curriculum support for RE teachers currently and within the new arrangements for the ESA. At present there is only one RE Adviser employed within the ELBs and his work is much taken up with general school improvement programmes.

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.

In the past number of months representatives of the transferor churches and the Roman Catholic Church have begun a series of discussions to consider the contribution they can make to supporting RE in schools. A number of proposals are under consideration to help enhance the esteem of the subject in schools and to provide opportunities for RE teachers to meet and share concerns and resources.

6. Review of Initial Teacher Education (ITE) in NI

A panel of international education experts, appointment by the Department for Employment and Learning, has invited all those with an interest in teacher education to submit opinion papers outlining their vision for the structures necessary to create a world-class system of initial teacher education here which also enhances and improves sharing and integration within the sector.

The TRC in its submission, referred to important international trends which should inform thinking on reshaping the provision of teacher education in NI. Firstly, teaching is viewed as a high status profession; teachers have access to Masters' and Doctoral studies and hence access to a university career pathway as well as in schools. Secondly, teacher education is increasingly dependent on research knowledge and also preparing teachers to use and conduct research to inform their work. Thirdly, many teacher education programmes have a greater focus on

linking theory and practice during initial preparation of teachers - a practical learning approach often in specialised teacher training schools.

The TRC indicated its support for closer integration of the current ITE providers with their university settings to enable better synergies between educational research, teacher education and professional development. It is essential that this is achieved in a way which fully respects and protects the ethos of each ITE institution. It would also be desirable in the context of developing shared education, if colleges were to build upon existing collaboration and develop an increasingly shared approach to aspects of teacher education.

7. Consultations responded to:

- a. Reform of the Common Funding Scheme for schools
- b. Review of Initial Teacher Education Infrastructure in NI
- c. Review of GCSEs and A Levels
- d. Review of Home – School transport policy

8. Safeguarding Trust

The Child Protection Officer NI (CPONI) continues to provide advice and guidance regarding the implementation of Safeguarding Trust to parishes, dioceses, mission agencies and related organisations throughout Northern Ireland. She liaises closely with the Police Service NI, Probation Board NI, Social Services and other statutory and voluntary agencies whenever issues relating to child protection arise within parishes and dioceses.

The annual Safeguarding Trust training event for newly ordained clergy and first incumbents was facilitated by both the CPONI and CPORI in November 2013. Some members of clergy from the Republic of Ireland also attended. Training events for panel members were held during March and April 2014. Both CPOs will facilitate training in Clogher diocese in the autumn. The CPO also provided training in a number of parishes throughout the year.

The CPONI attended a number of training courses in relation to child protection, including a two day event in Birmingham, by Mentor Forensics on Comprehensive Risk Assessment and Management of Sex Offenders, a session with the Belfast Trust on Child Sexual Exploitation and Think U Know training by CEOP (Child Exploitation and On-line Protection).

The CPONI continues to be involved in a faith-based, interdenominational child protection group in Belfast. The group provides support to the members and shares information on child protection and related issues.

The Diocesan Evaluation Teams met in September 2013 when the lists of parishes to be evaluated during the next twelve months were distributed. The Teams continue with their very valuable work in visiting (on a triennial basis) and supporting parishes. The Board of Education offers sincere thanks to the evaluators for their continuing diligence and expertise in carrying out these parish visits.

Mrs Claire Geoghegan (AccessNI Co-ordinator in the office of the Board of Education in Belfast) continues to process in excess of one hundred applications for

Enhanced Disclosure checks to AccessNI per month, providing an important service to parishes. AccessNI carried out a compliance audit with the Board of Education NI in October 2013. The purpose of the audit was to verify that the Board of Education as a Registered Body, is meeting the standards required by AccessNI and that the Board uses the information received from AccessNI in accordance with the law. Only one recommendation for action by the Board of Education was made by the audit team. Otherwise the Board was found to be compliant.

An updated Safeguarding Trust Leader’s card was produced in November 2013 and has already been distributed to a number of parishes. The CPONI is currently developing a Safeguarding Trust children’s card and posters suitable for parish use.

A training day was held in March 2014 for diocesan youth officers and diocesan communications officers on the subject of best practice relating to children and young people in contemporary communications. Mr Jim Gamble, founding Chief Executive of the Child Exploitation and Online Protection (CEOP), was the keynote speaker and the discussion was facilitated by Rev Dr David Rock (Irish Methodist Youth and Children’s Department). The event was organised by the Boards of Education NI and RI in conjunction with the Press Officer, Dr Paul Harron.

9. Building Blocks Children’s Ministry Conferences

In November 2013, the tenth 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 approximately 250 delegates from a wide range of churches, with the Church of Ireland having significant representation at both venues. The key-note speaker was Mr John Hardwick - an author, children’s song writer and story teller. 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 – a report on its work is found elsewhere within the Book of Reports.

10. Annual Theological Lectures at Queen’s University Belfast (QUB)

The 2014 lectures were held on February 24th and 25th and were delivered by Rt Rev Graham Cray, who is the Archbishops’ (of Canterbury and York) Missioner and Team Leader of Fresh Expressions in the Church of England. The theme of the lectures was *‘The Mission Shaped Church – 10 years on’*. 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. Membership

The Board accepted the resignation of Professor K Bell who was unable to continue his membership due to an increasing family commitment. Members thank him

most sincerely for his contribution and insight into matters particularly relevant to Higher Education. The Board welcomed new members: Rev MEM Stevenson, Rev AE Adams and Miss F Boyd and looks forward to their contribution to its discussions. Members also welcomed back the Rev Canon JW McKegey, who retired in June 2013 as an elected member of this Board; he returns as a co-opted member and also continues as a transferor member of the Southern Education and Library Board.

B. Board of Education (Republic of Ireland)

AIMS

- shall have power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an educational partner to the Department of Education and 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

2013 was an innovative year in education both in terms of policy and legislation. The Board, as a recognised National Education Partner, engaged in various negotiations in relation to proposed changes and developments throughout the year. A number of specific written submissions were made on behalf of the Board (as set out below). In this manner, the Board continues to be a noted presence in the field of educational policy formation, giving a valuable voice to the Church of Ireland in this particular sphere.

In relation to legislation, the Board contributed to considerations in respect of the following: The draft scheme for School Admissions Bill, 2013, the proposed amendment to Section 37 (b) of the Employment Equality Acts 1998-2011 and the commencement of both Section 30 of the Teaching Council Act 2001 and the National Vetting Bureau Act 2012.

As a National Education Partner, the Board met with the Chief Inspector for schools in November 2013. The Chief Inspector briefed the Board on issues of quality and development in schools, following the launch of his own Report earlier in the year. In addition, the Board has re-awakened its involvement in the field of Education on a European level through the Inter European Commission on Church and School.

The Board has also been conscious of its role in relation to Religious Education (RE) and its wider role in encouraging and facilitating the mission of the Church where possible. In relation to RE, the Board is embarking on a project of research with regard to the *Follow Me* RE curriculum at primary level. In conjunction with CICE, the Board has also facilitated the awarding of a Certificate in RE (*Follow Me*) which, in time, should see the majority of teachers in Church of Ireland/Protestant primary schools with a formal qualification in RE. The Board has also been actively involved with the Children’s Ministry Network in encouraging its new venture with the Sunday School Society of Ireland.

EXECUTIVE SUMMARY

1. Personalia
2. Education Developments at a European Level
3. Educational Developments at a National Level
4. Primary school management developments
5. CICE
6. Child Protection and Safeguarding Trust
7. Religious Education (Follow Me)
8. Children’s Ministry Network
9. Grants
10. Church Education Society

1. Personalia

In March 2014 The Ven Robin Bantry White, Archdeacon of Cork, Cloyne and Ross and Honorary Secretary of the General Synod announced his retirement. The Board wishes to express its gratitude and appreciation to the Archdeacon for his insight and engagement in the work of Board of Education (RI) since becoming Honorary Secretary in 2008. The Board wishes the Archdeacon a long and very happy retirement.

2. Education Developments at a European Level

ICCM: Secularisation and the role of Churches in Education.

The Board is a long-standing associate member of the Inter European Commission on Church and School (ICCM), which is an associate member of the Council of European Churches and has NGO status at the Council of Europe. In recent years, the ICCM has perceived a shift in attitude at an EU level towards positive engagement with the Christian Churches in the field of Education, most recently – and significantly – evidenced in the State of the Union address to the European Parliament by the President of the European Commission, José Manuel Barroso. In his speech, Mr Barroso highlighted the need to view the European project as more than just an economic construct but also as an expression of the desire to ensure peace in Europe and the cherishing of basic common values among its member States. The ICCM is committed to ensuring that the role of the Churches in Education is recognised as a being key to the understanding of such common values. In this regard, the theme of the General Assembly of the ICCM was the

topic of how the Churches can engage with the shared vision of the EU whilst recognising that secularisation is a social reality in many member States. In addition, a central priority for the ICCM is to create and sustain contact among the Protestant churches in Europe in relation to education. This is with a view to maintaining a presence in European affairs and to facilitate the sharing of ideas and experiences regarding the raising of educational interests at government level in individual member States. With the encouragement of Archbishops Clarke and Jackson, the Secretaries of both the NI and RI Boards of Education attended the ICCM General Assembly in November 2013 in Soesterberg, the Netherlands, with a view to determining how best the Church of Ireland may engage in this debate at EU/European level. At the General Assembly, the Secretaries had the opportunity to meet with their education counterparts from other European based Protestant Churches with which the Church of Ireland is in Communion through the Porvoo Agreement. It is increasingly important that the Church of Ireland maintains a presence and voice in the field of Education at a European level, in the context of calls for secularisation in the provision of education at national level.

“Reformation 500”

The 31st October 2017 will mark the 500th Anniversary of Martin Luther nailing his 95 “theses” to the door of Wittenberg Cathedral, popularly regarded as the beginnings of the Reformation movement. The 2013 General Assembly of the ICCM provided the opportunity to learn first-hand from the representatives of the German and Scandinavian Lutheran Churches of plans for the celebration of the 500th Anniversary. One of the major projects is a worldwide online networking of Protestant primary and second level schools with the aim of facilitating schools to explore further the theological underpinnings of the ethos of their respective schools. A world youth gathering in Wittenberg is also planned for 2017. Further information can be found at: www.schools500reformation.net.

The Louise O’Keeffe Case

The members of the RI Board noted with sadness the sexual abuse suffered by Ms Louise O’Keeffe by the Principal of her primary school during the 1970s, as was widely reported in the media. In January 2014, the European Court of Human Rights (ECHR) held that the Irish State was liable for the sexual abuse suffered by Ms O’Keeffe. Ms O’Keeffe brought her application to the ECHR after both the High Court and the Supreme Court held that the State was not vicariously liable for the sexual assaults perpetrated against Ms O’Keeffe because the Board of Management rather than the State was the Principal’s employer. In the education context, the O’Keeffe case will likely have implications for the State in particular in relation to child protection in primary schools.

3. Educational Developments at a National Level

Admissions to School Bill 2013 (Submission and Appearance)

The Minister for Education and Skills published a draft scheme on the issue of school admissions. This draft scheme contains a range of proposals which, if implemented, would see major changes to the conditions of admissions and the role

of the Board of Management regarding the operations of admissions to the school. It would also see the abolition of an independent appeal on a refusal to enrol (the “section 29” appeal) and create significant new powers for the Minister including the power to relieve a Board of Management of control of admissions to the school.

On the publication of the Draft Scheme and Bill, the Board of Education RI sought specialist legal advice and made a detailed submission to the Oireachtas Committee on Education and Social Protection. The Secretary, accompanied by Archdeacon Robin Bantry White, subsequently made an oral submission to the Oireachtas Committee.

It is the view of the Board of Education, that this Draft Scheme and Bill is the most significant piece of legislation in relation to Education to come before the Oireachtas since the passing of the Education Act 1998. While some aspects of the Draft Scheme and Bill are welcome, the Board has serious concerns with a number of the draft provisions and these have been raised in its submissions to the Department of Education and Skills and the Oireachtas Committee.

The submission by the Board of Education to the Oireachtas Committee is available at: <http://ireland.anglican.org/information/214>

Employment Equality Acts 1998-2011: proposed amendments (Submission)

The Equality Commission engaged in consultations with relevant stakeholders during 2013 regarding its proposal to amend Section 37 (b) of the Employment Equality Acts 1998-2011. Section 37 (b) provides that a religious, medical or educational institution established for a religious purpose may discriminate where it is reasonable to do so in order to maintain the religious ethos of the institution or is reasonably necessary to avoid undermining that ethos. No alternative wording for the proposed amendment has yet been supplied. While the Equality Commission has not yet put forward any specific proposals, the Board made a submission setting out the importance of Section 37(b) in protecting the ethos of Church of Ireland schools.

Budget 2014: submissions and discussions

Representatives of the Board met with both the Minister and his Department in the “run up” to Budget 2014 and also made a submission to the Minister for Education and Skills as part of the process to formulate Budget 2014. The Board strongly put it to the Minister and his Department that schools were struggling financially and could not cope with further funding reductions. It was highlighted that the State had an obligation to provide for free primary level education but that evidence from a large number of schools points to schools relying heavily on private funding in order to keep the school functioning. It was also highlighted to the Minister that the raising of the teacher allocation thresholds in Budget 2012 was showing its effect, with the number of Protestant one teacher schools rising. The submission is available at: <http://ireland.anglican.org/information/214>.

In advance of Budget 2014, Board of Education and the other management bodies at primary level united to form a primary education alliance with the other partners in primary education (comprising of management bodies, the INTO, the IPPN representing principals, and the National Parents Council) with the aim of raising

the issue of budgetary cuts to primary schools and protecting front line services for the schools. Part of the strategy involved a postcard initiative to lobby public representatives against further cutbacks to primary schools. Despite the Minister's declaration that savings needed to be made in primary education in 2014, no further cuts were made in Budget 2014. The announcement of an "additional" €70 million in funding to schools in lieu of the ceased Minor Works grant in November was also a welcome relief to primary schools across the country.

Following the announcement of Budget 2014, fee-charging Protestant Secondary Schools were relieved to learn that there would be no rise in the pupil teacher ratio (ptr) in 2014/15. However, schools remain anxious to ensure that the ptr will not be raised further in Budget 2015. A further elaboration on second level matters is included in the SEC report.

The reform of the Junior Cycle is also noted by the Board as a significant development for second level students and schools. Ms Rosemary Maxwell-Eager represents the Board on the NCCA and in this capacity is involved in the work of reforming the Junior Cycle. Full information on the reform of the Junior Cycle can be found at www.juniorcycle.ie

Advocacy on Small Primary Schools:

The Board continues to be concerned about the pressure on small schools as a result of recent government policy. Throughout 2013, the Board took a number of opportunities to raise the matter at a senior level in Government and through the Oireachtas. In July 2013, the Bishop of Cork, Cloyne and Ross, the Rt Rev Dr Colton and the Secretary appeared before the Joint Oireachtas Committee on Education to specifically advise the Joint Committee of the impact of recent budgetary reductions on small schools. PQ's were subsequently put down in the Dáil by all opposition leaders to An Taoiseach and during the ensuing debate, the difficulties facing small primary schools were discussed. The debate focussed primarily on Church of Ireland schools and was informed by information provided to the Joint Oireachtas Committee by the Board. The transcript of that Dáil debate is available to view on the online Dail record at [ceisteanna 39247/13](http://ceisteanna.39247/13) onwards.

Earlier in the year a delegation to the Taoiseach and the Minister for Education and Skills was led by the Archbishop of Dublin and Glendalough, the Most Rev Dr Jackson. The Archbishop specifically raised the issue of the Value for Money review on Small Schools at that meeting and the Minister gave assurances that there would be "no rush to the implementation of the Report." The matter was discussed further at the January 2014 meeting of the Board where it was decided to write to the Department seeking clarity as to the status of the Review Report. In addition, the Secretary has raised the small schools issue at numerous meetings, both formal and informal, with the Minister and his senior departmental officials.

Teaching Council Act (Section 30)

The RI Board of Education Secretary is a member of the Teaching Council and was involved in Teaching Council discussions relating to the commencement of Section 30 of the Teaching Council Act 2001. This was commenced by the Minister for Education and Skills on 28 January 2014. Section 30 makes it a requirement for

teachers to register with the Teaching Council in order to be paid a salary by the State.

4. Primary level management developments

Haddington Road Agreement

The Haddington Road Agreement brought about a number of changes in primary and secondary schools. These changes impacted on the provision for supervision and substitution, the recruitment of Special Needs Assistants (SNAs) and the eligibility of teachers for contracts of indefinite duration (CIDs). Prior to the Haddington Road Agreement, SNAs were the only public servants who were subject to redundancy in the event of their post being surplus to requirements. The Haddington Road Agreement provides that any SNA, who has a minimum of one year's service and is notified that he/she is to be made redundant, is deemed to be a member of a Supplementary Assignment Panel for SNAs. If an employer receives an application for a vacancy from an SNA who furnishes a certified copy of a completed Special Needs Assistant Supplementary Assignment Form, the employer is obliged to offer its vacancy to that SNA. However the employer must first interview the SNA to ensure that the SNA meets all the essential qualifications that are required to fill the vacancy. In December 2013, the Department published Circular 64/2013 which reduced the service requirement for entitlement to assessment for a CID from four years to three years in respect of teachers

Data Protection for Schools

The management bodies continued their work in 2013 in devising a specialist website to provide guidance to schools in relation to their obligations under Data Protection legislation. It is intended that schools will be able to consult the website in relation to data access requests, records retention, template policies, storage and security and for other specialist guidance relating to data protection. The progress on the website is at an advanced stage and it is anticipated that website will be launched in advance of the 2014/2015 school year.

5. CICE

As reported to General Synod in 2013, CICE continues to be involved in discussions with DCU regarding its future as a part of the University.

General Synod 2013 passed the following motions regarding CICE:

Motion 18:

That the House endorses the four core principles as promulgated by the Board of Governors of CICE namely:

- Safeguarding and enhancing the holistic educational experience of all students in CICE;
- Protection of the rights of CICE staff;
- Retention of CICE's identity in terms of its ethos and culture, including its relationship with and responsibility to the Church of Ireland network of primary schools throughout the State;

- Affirmation of and formal positive acknowledgement of, and respect for, the values, origins and traditions of CICE;

And asks that those negotiating on behalf of the College to ensure that these principles are included in any agreement reached with any educational grouping under the proposals of the Minister for Education and Skills for the restructuring of teacher training in the Republic.

And Also:

Motion 17:

“That the House requests that the General Synod Board of Education undertakes a review of the current teacher training proposals as outlined in the document issued on behalf of the Board of Governors of the Church of Ireland College of Education dated the 13th November 2012 which appear to have a potentially detrimental effect on the life of school communities under the patronage of the Church of Ireland and other Protestant churches”.

In relation to Motion 17, the Executive of the General Synod Board of Education met a number of times following General Synod to consider the practicalities of how to action motion 17. An independent panel was appointed, with general terms of reference, to undertake the requested review.

6. Child Protection and Safeguarding Trust

The Child Protection Officer (CPO RI), Ms Renée English, continues to provide advice and guidance to parishes and dioceses on a range of issues regarding the implementation of Safeguarding Trust.

She liaises with statutory authorities in relation to the referral and management of child protection cases. There has been a major reorganisation of child protection and welfare services in the Republic as of January 2014. The Child and Family Agency, operating under the Child and Family Agency Act 2013 is now the independent legal entity comprising HSE Children and Family Services, Family Support Agency and the National Educational Welfare Board as well as incorporating some psychological services and a range of services responding to domestic, sexual and gender based violence. The CPO continues her role as secretary of a child protection network for those holding safeguarding responsibilities in voluntary and community organisations. The network provides for sharing of information and resources and a forum to influence national policy making. Links with child protection colleagues in other churches in the Republic and beyond have been maintained, with the recent addition of the Safeguarding Advisor of the Church in Wales. Training and triennial parish evaluations continue to be undertaken by diocesan support team members. A number of new team members have replaced those who have moved on. The Board of Education greatly appreciates the valuable work of diocesan team members.

The annual clergy training day held in November 2013 was attended by clergy from both jurisdictions. It was co-facilitated by the CPOs. The training programme for junior leaders has been refined following feedback and a ‘trainer friendly’ power point presentation for 14-17year olds is now available for use by trainers skilled in

working with this age group. Training events attended by the CPO during the year included an all island conference, ‘Improving Child Protection Practice’, a Mentor Forensics seminar in Birmingham ‘Comprehensive Risk Assessment and Management of Sex Offenders’, Scouting Ireland’s refresher day for child protection trainers and a seminar on web safety in youth work run by the National Youth Council of Ireland. In March 2014 a training day for diocesan youth officers and diocesan communication officers on the subject of best practice in social media was held at Church House Dublin. It was organised by the two Boards of Education in conjunction with the Press Officer, Dr Paul Harron. The keynote speaker was Mr Jim Gamble, founding Chief Executive of the Child Exploitation and Online Protection (CEOP).

Garda Vetting:

The National Vetting Bureau (Children and Vulnerable Persons) Act 2012 was enacted in December 2012 and it is understood that this Act will be commenced in the latter part of 2014. It is intended that the provisions of the Vetting Act will replicate the current processing procedures in respect of school employees whereby the Board of Education acts as a conduit between the individual school and the Central Vetting Bureau. The commencement of the Act will place Garda Vetting on a statutory footing and a breach of the Act will constitute a criminal offence. It is expected that the Department of Education and Skills will issue a circular to schools setting out their obligations under the new Act in due course. The e-vetting Garda pilot project continues its work to develop an online vetting processing system. In relation to the administration of Vetting within the Church of Ireland, a most welcome development has been the appointment of Ms Ruth Burleigh as an authorised signatory in February 2014. She has taken major responsibility for the administration of the vetting service. The CPO remains as second authorised signatory and will continue to provide vetting information and advice.

7. Religious Education (Follow Me)

Religious Education (RE) at both primary and secondary level is undergoing a period of change: the Roman Catholic Church (RC) has designed a new RE curriculum at primary level to replace “Alive-O” which will emphasise sacramental preparation in the parish. Such an approach would be very useful in reviewing Follow Me. It is understood that the new RC RE curriculum is currently with the Roman curial dicastery for education awaiting approval. The Department of Education and Skills has recently employed a curriculum designer to draft a new RE programme for pupils who wish to withdraw from denominational RE entitled “Ethics and Religious Beliefs” (ERB). The NCCA advise that this will “support and augment” and be “complementary” to existing RE curricula.

The *Follow- Me* Religious Education Curriculum has now been in place for over 10 years. At its meeting in January 2014, the Board considered how best to proceed with a review and possible re-design of *Follow Me*. The Board concluded that it would not be prudent to proceed with a wholesale rewrite at present in light of the major changes that will occur regarding RE at primary level in the short term. However, the Board agreed a programme of research and review on the provision of RE generally in Church of Ireland primary schools. A sub-committee is to be

formed for this purpose with the remit to engage in consultations with patrons, school principals and teachers from both single and multi-grade class settings. It is envisaged that these consultations will also include an element of focus group consultation with a sample of senior pupils. It is intended that further quantitative research will be undertaken in conjunction with the qualitative studies. Research and consultation will begin in 2014 and continue into 2015. It is expected that such research will prove very useful in reviewing the future content of RE curricula at primary level.

The Chief Inspector at the Department of Education and Skills, Dr Harold Hislop, attended the November 2013 meeting of the Board (RI) and gave a presentation on the results of his inspections of schools over the preceding three years. He highlighted the importance of ensuring a high level of inspection of subjects to ensure quality in curricular delivery. It was noted by the Board that while individual dioceses may maintain a level of oversight, there is no general quality assurance in relation to the delivery of RE in Church of Ireland primary schools. Consequently, there is no way of assessing whether RE is being delivered properly or of establishing the standard of learning outcome which is being achieved. The Board intends to consider this important dimension of RE curricular delivery in the course of its considerations on *Follow Me*.

Certificate in Follow Me

The Board and CICE continue to engage in a partnership venture regarding the Certificate in Religious Education (Follow Me). This Certificate was initially confined to recent and former graduates of CICE. However it was agreed in 2013 that availability would be extended to all permanent teachers in Church of Ireland/Protestant schools. The awarding of the Certificate will be based on the completion of course work and attendance at a summer school (the particularities of which are a matter for CICE to determine).

The Board continues to be grateful to CICE and in particular to its principal Dr Anne Lodge and Ms Jackie Wilkinson, for nurturing and facilitating this endeavour.

8. Children’s Ministry Network

The Board continues to support the work of the Children’s Ministry Network and congratulates it on its new partnership with the Sunday School Society and its appointment of Ms Lydia Monds as its new Development Officer. A full report on the Children’s Ministry Network can be found in the Report of the Standing Committee.

9. Grants awarded by the Board in 2013

The Board continues to support the following bodies through grant aid:

- The Past Students Association of the Church of Ireland College of Education (PSACICE)
- Search (A Church of Ireland Journal)
- The Children’s Ministry Network of the Church of Ireland.

10. Church Education Society

The Secretary is a member of the Committee of the Church Education Society and can report that over the last 15 years or so, the Church Education Society has transformed itself into a significant supporter of religious education activities in Church of Ireland National Schools and of teachers in Church of Ireland schools pursuing educational management qualifications.

- Over the course of each year over 50 small primary schools under sole or joint Church of Ireland management receive grants of up to €500 each towards the purchase of non-consumable resources like religious education books, IT equipment and musical equipment.
- Approximately 10 bursaries are sanctioned to a maximum of €2000 each to teachers in Church of Ireland primary schools who wish to follow certain post graduate courses, including educational management courses. This scheme has proved so popular that the Society has had to establish a limit on its support for such students;
- The Past Students Association of the Church of Ireland College of Education is provided with a substantial grant towards the running of its annual conference;
- Grant-aid is provided towards the running of the Certificate in Religious Education by the Church of Ireland College of Education;
- Other grants consistent with the aims and objectives of the Society are also considered and provided.

The Church Education Society was established in 1839 and aims to support Church of Ireland children in national schools under sole or joint Church of Ireland patronage by making grants available in various ways. The Society is regulated by a Deed of Trust and governed by an elected executive committee. The Society receives many requests for funding each year and tries to support as many as possible provided finance is available and the request itself falls within the terms of the Society's Deed of Trust. For further information please write to the Assistant Secretary, Jennifer Byrne, c/o Church of Ireland House, Church Avenue, Rathmines, Dublin 6, or e-mail ces@ireland.anglican.org

Appendix A

THE GENERAL SYNOD BOARD OF EDUCATION

The following are the members of the Board and its committees as on 31 March 2014.

THE GENERAL SYNOD BOARD OF EDUCATION

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Mr Sam Harper

Mrs Ethne Harkness

Rev Gillian Wharton

Ven George Davison

Elected members

Armagh

Rev Elizabeth Stevenson

Mr Tom Flannagan

Clogher

Rev Canon Bryan Kerr

Mrs Hope Kerr

Derry

Rev Canon Henry Gilmore

Mr Des West

Down

Rev Canon John Howard

Mr James Bunting

Connor

Ven Stephen Forde

Dr Ken Dunn

Kilmore

Very Rev Raymond Ferguson

Mrs Brigid Barrett

Tuam

Rev Canon Doris Clements

Professor Paul Johnston

Dublin

Ms Ruth Handy

Vacant

Meath

Rev Canon John Clarke

Mr Adrian Oughton

Cashel and Ossory

Rev Canon Patrick Harvey

Mrs Avril Forrest

Cork

Ven Adrian Wilkinson

Mr Wilfred Baker

Limerick and Killaloe

Rev Canon Robert Warren

Ms Margaret Brickenden

Co-opted member

Mrs Rosemary Forde
Mrs Helen McClenaghan
Mr Roy McKinney
Mrs Patricia Wallace
Ms Claire Bruton (CIYD)
Rev Brian O'Rourke
Rev Anne Taylor (Sunday School Society)
Dr Anne Lodge (Third Level)
Mr Michael Hall (ISA)
Mr Alan Cox (ISA)
Mr Andrew Forrest (ISA)
Ms Rosemary Maxwell-Eager (ASTI)
Ms Susan Farrell (TUI)
Ms Joyce Perdue
Ms Rachel Fraser
Ms Sarah Richards

Observers:

Rev Trevor Gribben
(Presbyterian Church)
Ms Daphne Wood
(Methodist Church)

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 2014)**

Two members of the House of Bishops
Mrs Ethne Harkness
Rev Canon John McKegney
Mr James Bunting
Mr Thomas Flannagan
Rev Brian O'Rourke
Mr Michael Hall
Ms Adrian Oughton

BOARD OF EDUCATION (NORTHERN IRELAND)

Ex-officio members

The Archbishop of Armagh, Most Rev Dr Richard Clarke
Bishop of Clogher, Rt Rev John McDowell
Bishop of Down and Dromore, Rt Rev Harold Miller
Bishop of Kilmore, Rt Rev Ferran Glenfield
The Bishop of Connor, Rt Rev Alan Abernethy
The Bishop of Derry, Rt Rev Ken Good
Lay Hon Sec of General Synod, Mrs Ethne Harkness
Clerical Hon Sec of General Synod, Ven George Davison

Elected members

Armagh	Rev Elizabeth Stevenson Mr Thomas Flannagan
Clogher	Rev Canon Bryan Kerr Mrs Hope Kerr
Derry	Rev Malcolm Ferry Mr Malcolm McSparron
Down	Rev Canon Robert Howard Mr James Bunting
Connor	Ven Stephen Forde Dr Kenneth Dunn

Co-opted members

Miss Frances Boyd
Mrs Rosemary Forde
Mrs Helen McClenaghan
Rev Canon John McKegey
Mr Roy McKinney
Mrs Patricia Wallace
Canon Wilfred Young

Observers

Rev Amanda Adams
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 Dr 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 - Mr Sam Harper, Rev Gillian Wharton

Elected by House of Bishops:

Bishop of Tuam, Killlala and Achonry, Rt Rev Patrick Rooke

Bishop of Cork, Rt Rev Dr Paul Colton

Diocesan Representatives: Mr Adrian Oughton, Vacant

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 Joyce Perdue

CIYD: Ms Claire Bruton

Sunday School Society: Rev Anne Taylor

Co-options: none.

Observers:

Ms Daphne Wood (Methodist Church)

Rev Trevor Gribben (Presbyterian Church)

Secretary, Board of Education (Republic of Ireland)

Dr. Ken Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

APPENDIX B

SUNDAY SCHOOL SOCIETY REPORT 2014

Transition and Change

2013 was a year of change for Church of Ireland Children’s Ministry, not least for the Sunday School Society for Ireland. The Society saw the closure of the Resource Centre in Rathmines. This was due to falling sale in printed material and customers moving to purchasing resources online. It was with great regret that the Society took the decision to close the centre but it is hoped that this decision will facilitate new opportunities for the society into the future. In this regard, the Society has undertaken a review of its role and function and has decided to focus support for resources in a number of different ways.

New Resource Opportunities

As part of its new focus the Society has entered into a closer partnership with the Children’s Ministry Network of the Church of Ireland. This relationship will facilitate the strengthening of the Society at national, diocesan and parish level. One of the key elements in this new focus is the appointment of a Children’s Ministry Development Officer, Lydia Monds, whose role is to provide ongoing support for all involved in children’s ministry throughout Ireland.

The focus of the Society has traditionally been to support the parish in its Sunday club activities and this continues to be the case through a newly developed Children’s Ministry website: www.cm.ireland.anglican.org. The website contains information about upcoming trainings and events throughout the country, as well as up to date resources and ideas for different age groups, targeting different times of the Church calendar. The hope is that by 2015 all diocesan websites contain a section dedicated to Children’s Ministry, which at the very least connects to the Children’s Ministry website.

As diocesan trainings take place the learning from these will be uploaded to the website to ensure that all dioceses can benefit from the ideas being shared and explored in a particular diocese at any given time. Furthermore, the website has a Facebook link that allows people to share their own ideas of what has worked well for them: <http://www.facebook.com/churchofirelandchildrensministry>. The page will also provide a forum to ask for help and advice from others in similar roles and to provide support and encouragement.

An Ezine will be sent quarterly through Diocesan Communications Officers to all clergy, and through Children’s Ministry Representatives to all children’s workers in their respective dioceses that will keep people updated on what is going on and will link them to the latest resources and ideas and to each other.

Funding for Training

The Society is grateful to the Priorities Committee of the Church of Ireland for its awarding of funding to the area of training for Children’s Ministry. Training to those working in ministry with children is of key importance and we are grateful for the support of the Priorities Committee in this regard. The amount of training to be delivered will vary depending on the needs of the group or diocese. In some dioceses trainings are bi-annual or quarterly and strong teams are in place to support the ongoing up-skilling

Board of Education – Report 2014

and encouragement of all who work with children in the Church. Here, the support offered can be administrative, an extra body for setting up or taking down, the provision of a workshop or a reflection or simply being present at the event. For those getting started, it can include the provision of a facilitator for an evening or a day long training to prepare Sunday Club leaders for a specific time of year or to equip them for working with a specific age group. For information on such support, contact Lydia at sss@ireland.anglican.org

Thanks

Throughout such a time of transition, just as we welcome people to new and exciting roles, we bid farewell and thank others for their faithful service over the years. Firstly, we are extremely grateful to Ms Gillian Kohlmann for her management of the resource centre over many years. The centre was an anchor to many within their respective ministries and Gillian was intrinsic in this support provision.

Finally, we say goodbye to Rev Anne Taylor who has championed the cause of Children's Ministry generally and the Sunday School Society is indebted to her for commitment and work for the Society over many years. We wish her and Rev Ted every success and happiness in their new phase of Ministry in the Church of England in Liverpool.

APPENDIX C

SECONDARY EDUCATION COMMITTEE

REPORT 2014

Membership

Church of Ireland

The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross (Chairman)

Mrs Joan Bruton

Mr Edward Lindsay

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 Board and to the Company

Dr. Ken Fennelly

Administrator (Grants Scheme)

Mr DJ Wynne

Secondary Education Committee

The Secondary Education Committee (SEC) is a corporate body comprising representatives from the Church of Ireland, the Methodist Church in Ireland, the Presbyterian Church in Ireland and the Religious Society of Friends.

The Committee derives its authority from a resolution passed by the sponsoring Churches in 1965.

The functions of the SEC are twofold. The distribution of a Block Grant provided by the Department of Education and Skills (DES) to ensure necessitous Protestant children may attend Protestant secondary schools and the representation of the interests of the member churches in the post-primary education system.

The Committee operates as a limited company thus allowing both the corporate body and the liability of individual members to be appropriately insured, with members of the committee being simultaneously directors of the company.

The SEC meets five times annually (or as necessary). The SEC also has a Finance Sub-Committee which meets five times annually or more often as necessary. In June of each year the SEC Appeals Sub-Committee considers any appeals from grant applications. The SEC also contributes to educational issues at a national level through its representation on the Committee on Management for Protestant Second Level Schools.

Block Grant Scheme

Enrolments in the twenty fee charging schools totalled 7,773 Day Pupils (7,732 in previous year); 2,108 Boarders (2,071); 9,881 in total (9,803). This figure does not include the five comprehensive schools. In the school year the audited accounts showed the total amount, received from the DES, was €6,500,000 (€6,500,000), the grant in aid of fees totalled €6,457,363 (€6,540,396). The net cost of administering the SEC scheme was €146,642 (€145,807). There is no grant to assist the running of the office.

The following numbers of grants were awarded in respect of the 2013/14 school year: 1,505 day grants (1,623), 821 boarding grants (819), in total 2,326 (2,442). The drop in Day Grants was caused by the entry of Kilkenny College into the ‘free tuition scheme’.

While retaining the maximum grants, the Committee were forced to reduce the ceiling of reckonable income to €40,000 (€50,000), and to revise the grants for the school year 2013/14 on a scale for boarding from (1095) to €7767(€1074 - €7767) day € 399 - €2820 (€414 - €2820). This resulted in reduced access to grants for a number of families.

The Administrator, Mr Wynne and Mrs McLaughlin, 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.

Second Level Educational Developments

2013 saw the publication by the Minister for Education and Skills of ‘Fee-Charging School – Analysis of Fee Income’. This Analysis was conducted by the Department of Education and Skills (DES) in 2012 and was based on a simple calculation of the schools stated fee income multiplied by the number of students in the school. One of the findings of the Analysis claimed that on average each fee charging school (which account for 6% of all secondary schools) had €1.48 million “discretionary” income although the Analysis also indicated that such “discretionary” income varied from school to school “ranging from €112,000 for one relatively small school to €4.7 million for a large school” (Analysis, pg. 3). However in response, the Joint Managerial Body (JMB) highlighted that a Price Waterhouse Coopers (PWC) study has shown that the cost to the State on an annual basis for a pupil educated in a fee-charging school is €4,552 compared to €8,035 in a free education school. In the course of a debate at the Joint Committee on Education in July 2013 on the issue, the Minister for Education and Skills advised that, on average, €103 million is allocated from State funds to pay the salaries of teachers in such schools, an allocation that would be paid regardless of whether or not the schools were comprehended by the free tuition scheme or remained outside that scheme.

The SEC, through the Committee on Management, made a detailed submission to the Joint Oireachtas Committee on Education regarding the Draft General Scheme on an Education Act (Admissions to School) Bill, 2013. This ‘Admissions’ Bill proposes a number of changes to the operation of admissions to schools and is particularly relevant to Protestant secondary schools as it deals with such factors as the admissions of siblings, past pupils and restrictions on boarding numbers. The Bill also makes provision for the enrolment policy of a school to be determined by the Minister and, in certain circumstances, for admissions to the school to be controlled by the Minister. It also proposes the abolition of the “Section 29” appeals process. The Bill has been considered at the Joint Oireachtas Committee on Education who have made a number of observations in a Report published in March 2014. The Bill has gone back to the Department of Education and Skills for re-consideration before being introduced again in the Oireachtas at a later date.

The SEC notes again the announcement by Kilkenny College to join the free tuition scheme and understands that a number of schools are engaged in similar negotiations with the DES regarding their futures. It should be highlighted that while some schools are involved in active negotiations, others are not in that position and may have come to another conclusion following discussions with the DES. In that regard the SEC notes that The Kings Hospital School, Palmerstown, Dublin issued a statement in February 2014 that, after much consideration, the Board of Governors have discounted any proposal to enter the free tuition scheme.

The Memorandum of Agreement between the SEC and the DES will conclude in January 2015. The SEC is in discussions regarding its renewal and the DES has assured the SEC that the annual amount of €6.5 million is secure. However, the SEC will naturally be seeking an increase on this amount in its negotiations with the DES.

The SEC notes that a number of principal level positions have seen change over the last year, including Mr Michael Hall moving to Sligo Grammar School from The Kings Hospital School, Palmerstown, Dublin; Mr Alan Cox moving from East Glendalough Comprehensive, Co Wicklow to Temple Carrig Secondary School, Greystones, Co. Wicklow; Mr Peter Fraser to St Andrews College, Dublin and the appointment of Mr Craig Petrie to East Glendalough Comprehensive, Co Wicklow. The SEC wishes each well in their new appointments.

The SEC also wishes its Committee member Mr Adrian Oughton well in his retirement from Wilson’s Hospital School, Multyfarnham, Co Westmeath which will take effect from the end of the 2013/14 school year (as a nominee of the Church of Ireland Mr Oughton’s retirement does not affect his continuing role on the SEC). The members of the SEC wish Mr Oughton every happiness in his retirement.

The SEC is a Committee appointed by the four Protestant Churches who have involvement in second level schools. In this regard, the SEC wishes to highlight the 500th Anniversary of the promulgation by Martin Luther of his “95 theses” by nailing them to the door of Wittenberg Cathedral on the 31st October 1517, commonly understood as the beginnings of the Reformation movement in Western Christianity. To mark the anniversary the Protestant Churches in Europe are promoting an international project to connect online Protestant schools across Europe and beyond. Special events are also being planned to mark the anniversary including a youth camp in Wittenberg, Germany in 2017. Further information can be found at www.schools500reformation.net

ADMINISTRATION

The Committee appreciates the work of the Administrator, Mr David Wynne and the Administrative Assistant Ms Bridie McLaughlin. A number of administrative support staff are engaged during the busy processing period. The office is under the management of the (company) secretary, Dr. Ken 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 D

The General Synod Board of Education of the Church of Ireland.

**Report of the Review Panel appointed by the General Synod Board of Education in
pursuance of motion 17 passed at the General Synod of the Church of Ireland
(2013).**

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5. Constitutional Requirements
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Preliminary note

The two persons appointed to carry out the Review were:

Dr Dymphna Glendonning and Ms Thomas Flannagan.

- Dr Glendonning is a Barrister-at-Law and is widely regarded as being expert in education law having appeared in a number of leading cases on educational issues along with having authored the seminal textbooks: *Education and the Law* and *Religion and Educational and the Law*. Before embarking on her career at the Bar and in academic education law, Dr Glendonning was a primary school principal.
- Mr Thomas Flannagan is a former second level school principal and inspector with the Inspectorate of the NI Department of Education and is highly regarded in education circles in Northern Ireland.

The Church of Ireland College of Education (CICE):

The CICE moved to its current location in 1969 having been previously located in Kildare Place, Dublin and first offered the current B. Ed programme in 1974.

In conjunction to the B.Ed programme, students study the *Follow Me* Religious Education Programme which was designed co-operatively with the Methodist and Presbyterian Churches and the Society of Friends (Quaker). The delivery of the *Follow Me* Religious Education Programme to students in CICE is funded by CICE and has been financially supported in this activity by the General Synod Board of Education of the Church of Ireland. Students receive a separate Certificate in the *Follow Me* RE Programme which is now also available to graduates of other ITE colleges, who are permanent teachers in a Church of Ireland or Protestant primary school.

In addition to the B.Ed, CICE also offers programmes in Special Needs and students on these courses account for approximately 70% of the annual student intake of the college's student body.

Acknowledgement

The panel records its thanks to those who gave access to the materials we used, consulted with the panel and to Dr K Fennelly and Rev Dr Ian Ellis who facilitated the various meetings that took place during the Review.

Abbreviations

The following are abbreviations used frequently in this report:

CICE	Church of Ireland College of Education
CICEBG	Church of Ireland College of Education Board of Governors
CITC	Church of Ireland Training College
DES	Department of Education and Skills
DCU	Dublin City University
GS	General Synod
GSBE	General Synod Board of Education
HEA	Higher Education Authority
HEI	Higher Education Institution
ITE	Initial Teacher Education
MDI	Mater Dei Institute
NUIM	National University of Ireland Maynooth
RIBE	Republic of Ireland Board of Education

1. The Issue

In May 2013 the General Synod of the Church of Ireland (GS 2013) passed Motion No 17 which requested that:

"the General Synod Board of Education undertakes a review of the current teacher training proposals as outlined in the document issued on behalf of the Board of Governors of the Church of Ireland College of Education dated 13th November 2012, which appear to have a potentially detrimental effect on the life of school communities under the patronage of the Church of Ireland and other Protestant churches."

The GS also passed Motion No 18 which endorses: 'the four core principles promulgated by the Church of Ireland Board of Governors of CICEBG namely,

1. *Safeguarding and enhancing the holistic educational experience of all students in Church of Ireland College of Education (CICE);*
2. *Protection of the rights of CICE staff;*
3. *Retention of CICE's identity in terms of its ethos and culture, including its relationship with and responsibility to the Church of Ireland network of primary schools throughout the State;*
4. *Affirmation of and formal positive acknowledgement of, and respect for, the values, origins and traditions of CICE.*

And asks that those negotiating on behalf of the College to ensure that these principles are included in any agreement reached with any educational grouping under the proposals of the Minister for Education and Skills for the restructuring of teacher training in the Republic."

On the 17th June 2013 the Executive Committee of the GSBE met and decided to establish an *Independent Review Panel* (the Panel) to provide a Report in accordance with its stated terms of reference and remit (appendix 1).

The Panel takes note of the Remit of the General Synod Board of Education (GSBE) and of its Terms of Reference and regrets it was unable, due to personal difficulties, to provide this Report by 31st December 2013 as requested.

Any reference to "the Church" in this document will mean "The Church of Ireland" unless otherwise indicated.

2. Scope of the Review

The Panel considered the relevant documents issued by the Board of Governors of the College of Education (CICEBG) with a view to providing a clear account of the development of the current initial teacher training proposals (the Proposals). Some of the documents reviewed by the Panel were already in the public domain. Other documents were obtained following Freedom of Information (FOI) requests. The Panel had a two-hour meeting with the chairperson of CICE, the Most Rev Dr Michael Jackson, Archbishop of Dublin and Glendalough and the Principal of CICE Dr Anne Lodge on 21st February 2014 at Church of Ireland House in Rathmines, Dublin which enabled a

helpful and cordial exchange of views and information relating to the Proposals. The Panel has evaluated the main strengths and weaknesses of the Proposals and the opportunities they present. In order to establish the respective relevant powers of the CICEBG, the General Synod (GS), and the GSBE in respect of the Proposals, the Panel considered the legal origins of these bodies and the complex interfaces that arise between them in respect to the Proposals. The Panel noted the restricted timeframe (6 months) for certain replies imposed by the Higher Education Authority (HEA) on the Higher Education Institutions (HEI) in the Landscape Document 2012. Given the complexity of the Church of Ireland's (the Church) governance structures and CICEBG's structures, the Panel recognises that CICEBG faced a very challenging task when seeking to ensure comprehensive engagement and robust collaboration with governance authorities and key stakeholders within the stated timeframe.

2 (i). Division of Powers

As a consequence of the Irish Church Act 1869, the Church of Ireland ceased to be established by law and the ecclesiastical law of Ireland ceased to exist as law save as provided for in the said Act. The Church then formulated its own constitution (the constitution) thereby providing new ecclesiastical arrangements under which the Church and its members have mutually contracted to be bound by the articles, doctrines, rites, rules, discipline and ordinances of the Church. (s. 20). Part IV of the constitution, (later consolidated and amended), declares that:

"..a General Synod of the Church of Ireland, consisting of the archbishops and bishops, and of representatives of the clergy and laity, shall have chief legislative power therein, and such administrative power as may be necessary for the Church, and consistent with its episcopal constitution."

Accordingly, Church members (lay and clerical) are contractually bound by the constitution's articles, doctrines, rules, discipline and ordinances and the Church in accordance with its constitution. Of course, the Church and its members in the Republic of Ireland are also subject to the law of the land and the Constitution of Ireland 1937 (the Constitution).

Under the Educational Endowments (Ireland) Act, 1885 (the Act of 1885) an Order in Council was made in 1886 for the future government and management of certain Educational Endowments. Scheme 2 of that Order provided for the formation of the Governing Body of the Church of Ireland Training College (CITCBG), which was incorporated as a body corporate for the management of the Church of Ireland Training College (CITC). While CITCBG was, *inter alia*, to have and exercise general supervision and control over the College and associated schools (the Model Schools), this was subject to the provisions of Scheme 2 and to the Rules and Regulations of the Commissioners of National Education. CITCBG was required to consist of "the several members for the time being of the Committee appointed by or under the authority of the General Synod for the management of the Training College....."(s.2).

Accordingly, the GS is the supreme legislative authority in the Church pursuant to the Educational Endowments Act 1885 (the 1885 Act). CITCBG is a body corporate under the 1885 Act having and exercising the management, control and supervision of the College and its successor is the Board of Governors of the Church of Ireland Training

College (CICEBG). It is noted that under the 1885 Act (s. 2) the **"General Synod" includes "any authority duly empowered to represent or act for the Synod in that behalf."** (emphasis added). There are three main boards empowered to act or represent the GS in respect to education, the General Synod Board of Education and the Board of Education (Republic of Ireland), and the Board of Education (Northern Ireland) the former being empowered to act and represent the GS while the latter two are empowered to represent the GSBE (when duly authorised by it).

2 (ii). Church Boards of Education

The GS established the General Synod Board of Education (GSBE) comprising *ex officio* members, elected members and co-opted members including members of the clergy, laity and teachers' representatives. Paragraph 8 of 19.3 of the constitution states:

"It shall be the duty of the Board of Education of the General Synod 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. The Board of Education of the General Synod shall maintain close contact with government, Diocesan Boards of Education, and other educational and school authorities with a view to the most efficient and economical use of resources including funds, transport facilities and teachers." (emphasis added)

The constitution mandates the GSBE to study ["shall study"] any legislation or proposed legislation likely to affect the interests of the Church of Ireland and take such action as it may deem necessary. (par. 9 of 19.4 of the constitution). The GSBE may confer and deliberate on all educational matters affecting the Church's interests, provided any action taken by it, not already sanctioned by the GS, shall be submitted to it at its next meeting. The GS appoints an Executive Committee annually which is empowered to advance the work of the GSBE in accordance with paragraph 6.3 of the constitution.

The Board of Education (Republic of Ireland)

Paragraph 19.12 of the constitution states:

"The Board of Education (Republic of Ireland) shall have power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland."

CICEBG informed the Board of Education (Republic of Ireland) (RIBE) in respect to the Proposals in September 2012, in November 2012 and again in January 2013 (Minutes of the Church of Ireland Board of Education (RI) for 17 Sept. 2012; Minutes of 19th Nov 2012 and Minutes of 21 Jan. 2013). At the latter meeting Dr Lodge provided a report to the Board which included a summary of key feedback received from the schools in the various dioceses. This report was circulated to the members of the RIBE.

In turn, the RIBE sent its report to the GSBE and that report was then sent forward to the GS which approved the Report. The Panel concludes, therefore, that the GS duly authorised the Proposals as is also implicit in Motions (17 and 18) passed by GS 2013.

3. State: Governance and Powers

It is a function of the Minister in s. 7 of the Education Act 1998 as amended by the Education (Amendment) Act 2012 (the 2012 Act) to determine national policy in education. In carrying out his functions the Minister is required ("shall have regard to") the resources available, the need to secure, as far as possible, that the education system provides best practice in teaching methods, value for money, quality outcomes for students, the need to reflect the diversity of educational services in the State and the practices and traditions relating to the organisation of schools or existing groups of schools and their right to manage their own affairs in accordance with the said Act, charters, deeds, articles of management relating to their management or operation. As part of its overall plan to restructure higher education, the State formulated three national policy documents regarding the provision of initial teacher training between 2010-2020:

- (i). Document 1: The Report of the Special Group on Public Service Numbers and Expenditure Programmes 2009 (the 2009 Report).
- (ii). Document 2: The National Strategy for Higher Education 2011 (the Strategy of 2011).
- (iii). Document 3: Towards a Future Higher Education Landscape (the Landscape Document 2012).

These documents stress the need for institutional mergers and a new structural framework in higher education for, *inter alia*, smaller publicly funded institutions other than institutes of technology or universities. They recommended that such institutions should be encouraged to align with or be incorporated into institutions of sufficient scale to enable overall quality and efficiency objectives to be met while respecting the State-aided character of these institutions thus "enhancing diversity".

Document 2 envisaged that future funding should be allocated to an institution in the context of agreement with the HEA of the institution's mission and strategy which the HEA (on behalf of the State) would "critically review including the extent to which the institution has been robust in its preparation, and robust in its analysis, comprehensive in its engagement with key stakeholders, and sufficiently ambitious in its goals so that overall system diversity is maintained."

4. Timelines of Discussions

In summer 2011 CICEBG began a process of strategic thinking regarding closer links with other HEI's/Universities. In line with Document 2 above, CICEBG recognised the potential value of a partner University while remaining committed to its traditions, cultural values and ethos.

The Landscape Document 2012 requested each Higher Education Institution (HEI) to respond to the State's proposals within a period of 6 months from its issue date regarding where and how it proposed to position itself within the Irish Higher Education system as outlined in this document. Such proposals should provide **high level strategic plans with regard to mission, institutional alliances and clusters**. Any such proposals were to be discussed with each HEI and considered by the HEA which would then advise the

Minister on an outline blueprint for the higher education system that will be required in the next 10-20 years.

The International Report: Report of the International Review Panel on the structure of Initial Teacher Provision (RIRP), which was published by the DES in September 2012, recommended that all Teacher Education be facilitated in designated large university settings. The RIRP identified six centres for re-structured teacher education nationwide, three of which are in the Dublin region; DCU, Trinity College, University College, Dublin and National University of Ireland, Maynooth (NUIM). CICE was uniquely afforded the opportunity to position itself in any one of the said configurations that best meets its needs. The Minister states that he provided space for CICE to negotiate its own destiny in any of the planned amalgamated entities in the greater Dublin region. (Minister's letter to Dr Anne Lodge dated 26/1/2013).

Discussions were initiated with Trinity College, Dublin in this regard and, despite full engagement, it is clear from Appendix 2 below, that for a variety of reasons, agreement could not be reached.

Indeed, in discussions with the chairperson and Principal of CICE, the panel was advised that the CICEBG had engaged in exploratory discussions with three Universities in the Dublin area, but that concluded (subsequently) that DCU's proposals contained the most satisfactory outcome on the basis of both autonomy and ethos.

On the 18 July 2012 CICEBG received a formal *Letter of Invitation* from DCU, St Patrick's College, Drumcondra (St Pat's) and Mater Dei Institute (MDI) which confirmed their invitation to CICE to join the Institute of Education within DCU, which would lead to "the creation of a single University entity, subject to the approval of the respective Governing Authorities and other relevant stakeholders". (emphasis added). This letter also gave assurances that this process will "*take appropriate cognisance of essential issues of the College's identity (culture, tradition, heritage and values), and will afford equality and recognition to its staff.*"

On 20th July 2012 a letter of acceptance was sent by CICE to the representatives of DCU, St Pat's and MDI agreeing to join in the exploration process subject to the approval of their Governing Authorities and other relevant stakeholders.

On 31 July 2012 CICE's Response to the Landscape Document (Document 3) confirmed, *inter alia*, that it had accepted an invitation from DCU, St Pat's and MDI to participate in a process that would culminate in the establishment of a proposed Institute of Education as part of DCU.

On 8th November 2012 the CICEBG unanimously agreed, following "extensive negotiations, explorations and full comprehensive briefings", to pursue as a matter of urgency formal discussions relating to the structure and governance within DCU.

On 13th November 2012 the "Statement on behalf of the Board of Governors of the Church of Ireland College of Education" was issued. It stated that CICE will be a recognised equal partner at the decision-making table and that CICE's decision-making will be guided by its 4 guiding principles (i.e. the 4 core principles referred to in Motion n. 18 of the General Synod 2013). The Document provides a summary of developments to that date. It refers to the unsuccessful negotiations with Trinity College and with NUI Maynooth and to ministerial undertakings to protect the Protestant ethos in any new configuration. This document also states that "**a central aim in the negotiations**

continues to be the preservation of a dedicated publicly-funded pathway for the preparation of teachers to work in primary schools under Church of Ireland and Reformed Christian patronage. Graduates of CICE will continue to be prepared to understand and uphold the ethos of primary schools under Church of Ireland and Reformed Christian patronage. They will continue to have particular expertise in teaching in multi-level small schools and in supporting children with special educational needs.”

On the 15th November 2012 a letter on behalf of CICE was sent to Mr Tom Boland of the HEA informing him of the decision of the 8th November 2012 as mentioned above. CICE's letter stated that these discussions indicate CICE's commitment to a process which still requires detailed and time-consuming negotiations to consider, agree and implement the massive changes that will ensue and it continued: **"Certain elements of the proposed change will need to be approved by the General Synod of the Church of Ireland."** (emphasis added). This letter further states that a more comprehensive response together with an outline roadmap of the process steps leading to the ultimate goal will be provided. In addition this letter states that a very complex and comprehensive process of consultation with staff, students, recent graduates, primary schools under Church of Ireland and other reformed Christian patronage, patrons, church leaders and the GS began in October 2012.

In January 2013 CICE presented to the RIBE a "Summary of Primary School Stakeholder Consultation" (the Summary) which stated that consultations had taken place with teachers, principals and Boards of Management members in primary schools under Church of Ireland, Presbyterian, Methodist and Society of Friends patronage throughout the country and with CICE staff (p.2). Again this is apparent from the Minutes of the RIBE dated 21st January 2013. Dr Lodge also invited comments or queries on the Summary by 28th January 2013. The Summary stated that the Patrons of all primary schools under the said churches were contacted and their permission sought prior to the commencement of the consultation process. Such consultation was also confirmed in the *Agreed Notes of the Meeting* between the Provost and Vice-Provost of Trinity College and CICE dated 10th January 2013. The Summary also stated that a letter was issued to all primary schools under the said churches' patronage on 6th November 2012 inviting school personnel to attend a consultation meeting to be organised in their region nationwide.

The Panel is of the view that the notice period given prior to some of the meetings was quite short possibly due to the time constraints imposed by the Landscape Document. Since CICE had unanimously agreed to pursue as a matter of urgency formal discussions relating to the structure and governance within DCU on the 8th November 2012 and had notified its decision to the HEA on the 15th November 2012, it appears that some of the consultative process with school Boards of Management and patrons took place after the formal discussions with DCU had commenced and after the HEA had been informed of that fact. The Summary states that 41% of all primary schools responded and these schools were invited to 8 meetings nationwide organised between late November and Mid-December 2012. Since the formal discussions are on-going, there is still an opportunity to consult further with patrons of schools and the other Reformed Christian Churches regarding matters of ethos and Religious Education. Consultations with various

stakeholders have already taken place and the panel is of the opinion that it is important that the views of key stakeholders remain part of the on-going re-configuration process.

The HEA's Report to the Minister dated 17 April 2013 acknowledges: "The governance structure of the Church of Ireland College of Education is complex and it is recognised that changes to it will necessarily take more time to achieve, although these are progressing." (Par. 5.5).

In May 2013 CICE's Information Book (*CICE, Yesterday, Today and Tomorrow*), (May 2013) was provided to the GS and was launched on CICE's website (www.cice.ie) thereby giving the Proposals transparency.

At the General Synod meeting in Armagh in May 2013 there was a robust discussion by members concerning the Proposals. Subsequently the GS passed Motions nos. 17 and 18 as set out in the opening paragraph of this Review.

On the 17th June 2013 the Executive Committee of the GSBE met and decided to establish an *Independent Review Panel* (the panel) to provide a Report in accordance with its stated terms of reference and remit (appendix 1).

On the 27th August 2013 the President of Dublin City University, Professor Brian MacCraith delivered a lecture at the Anglo Nordic Baltic Theological Conference Education, entitled "Ethos and Social Transformation in which he stated that CICE, amongst other institutions, was "engaged actively in a formal process of incorporation" with DCU, a secular university in a manner that respects its distinctive identity and mission. He stated that DCU has made it clear from the outset that it will respect and value the ethos of the three incorporating institutions and that the new Institute will foster and protect denominational, non-denominational and multi-denominational education.

5. Constitutional Requirements: Church – State Obligations.

While life in Ireland has undoubtedly become increasingly secular, the constitutional framework has not altered in some respects. Accordingly, it is necessary to consider some aspects of Articles 42 (Education) and Article 44 (Religion) of the Constitution which are germane to the Proposals.

Articles 42 and 44 of the Constitution conferred implied constitutional protection on denominational education, a principle recognised by the Supreme Court in, *inter alia*, *Crowley v Ireland* [1980] IR 102; *O'Keefe v Hickey* [2009] 2 IR 302; *Campaign to Separate Church and State* [1998] 3 IR 321 and this principle was enacted in the Education Act 1998 as amended. Arguably, these protections apply also to the denominational training colleges who train/educate teachers for denominational schools since teachers are "the main instruments", so to speak, by which the religious ethos of the denominations is passed on to future generations. Both the Church and State have constitutional obligations to parents in respect to these rights.

In Art 42.1 of the Constitution the Family/parents are the primary and natural educators of the child. In the *Campaign to Separate Church and State* [1998] IR 321 at 341 H.C. Costello P. drew attention to Article 42.4 which recognises that parents have rights not only to provide for the religious *education* of their children but also rights in the matter of their religious *formation*. Article 42.4, he stated, specifically enjoins the State when providing educational facilities or institutions (e.g. new teacher training facilities/institutions for primary school teachers) to have regard to both these distinct

rights. (e.g. through the provision of religious education and of religious instruction, doctrine and worship of the religious denomination in question).

Furthermore, Art 42.4 of the Constitution mandates the State, when the public good requires it, to provide other educational facilities or institutions (such as new teacher training facilities/institutions or reconfigurations with the universities of existing facilities or institutions) with, however, “**....due regard for the rights of parents, especially in the matter of religious and moral formation.**” (emphasis added).

Parents are constitutionally entitled to have denominational education provided for their children, and this has traditionally been provided by teachers trained in denominational training colleges such as CICE. Recent research, conducted by the Irish Primary Principals Network (IPPN, 2012), indicates that 67% of parents with dependent children wish to have religion taught within the school day. (WWW.IPPN.ie/index). It follows that the CICE is required by the Constitution to ensure that denominational teacher education is protected in any future arrangements it makes within the framework of DCU or other third level institution. It is the opinion of the Panel that CICE has an obligation to assert these rights on behalf of parents in the Proposals, to clearly state what those rights are, and how they are to be safeguarded into the future by the State, DCU and others.

It is the view of the panel that these requirements should be agreed and set-down in a written Mission Statement and should be forwarded to the HEA, DES and DCU.

5(i). Ethos Considerations

In the Employment Equality Bill [1997] S.C. 2 IR 321 at 359 Hamilton CJ stated that the word “ethos” is a vague term which was not defined in the Bill. However, he referred to the Chambers English dictionary meaning of the word ethos i.e. “*the distinctive habitual character and disposition of an individual group*”. Hamilton CJ continued:

*“It is probably true to say that the respect for religion which the Constitution requires the State to show implies that each religious denomination should be respected **when it says what its ethos is**. However the final decision on this question as well as the final decision on what is reasonable or reasonably necessary to protect the ethos will rest with the court and the court in making its overall decision will be conscious of the need to reconcile the various constitutional rights involved.”*

6. Assessment

The focus of the panel in this document so far has been to lay out the time-line, detail and processes involved since this matter was first considered by CICE in 2011. However, the panel is mindful that in undertaking this series of activities, CICE has been reacting to the public policy on third level reform as articulated by the HEA and the DES. A key consideration for CICEBG is the reality that the funding for third level education is moving to a standardised form. The panel accepts that reality and recognises that this is foremost to CICEBG together with a deep commitment to the delivery of Initial Teacher Education (ITE) in an ethos which expresses and upholds the Church of Ireland (and Protestant) ethos. The panel is also conscious that the content of the B.Ed degree delivered by CICE is subject to the approval of the Teaching Council of Ireland.

It is within this reality that the panel approaches the “terms of Reference” given to it by the Executive Committee of the General Synod Board of Education, namely:

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To assess the strengths, weaknesses and opportunities presented by the proposals in relation to:

- a. Future students in any new institutional arrangements regarding continuity of a Protestant religious ethos (including RE preparation).
- b. The provision of suitable teachers for primary schools under the patronage of the Church of Ireland and other Protestant churches.
- c. To ascertain if the core principles outlined are part of all agreements with any new entity or re-configuration regarding CICE.

In relation to a):

It is understood, following discussions with Archbishop Jackson and Dr Lodge that it is envisaged that the RE Certificate in *Follow Me* and/or any subsequent RE curriculum provided by the Church, currently funded by CICEBG, GSBOE and Church Education Society, would continue to be delivered to future B.Ed. students in DCU. The panel commends CICE in this regard and is satisfied that the CICEBG recognise the importance of this component. The panel notes that the RE Certificate is distinct from the Religions, Ethics, Morals and Values (REMV) programme which is part of the B.Ed. curriculum.

In relation to b):

The panel understands that the current position is that the restricted entry to CICE, based on specific religious denominational grounds, relies on a derogation from the Equal Status Acts 1998 – 2011; and that this is renewable every three to five years on application to the Ministers for Justice and Education (and is subject to approval by the Oireachtas). Obviously, as this is beyond the jurisdiction of the Church, CICE, (and DCU), assurances cannot be given on this matter into the future.

However, as mentioned above, the panel, having discussed the matter with the chairperson of CICE and the Principal of CICE are satisfied that the CICEBG are sufficiently mindful of the necessity to ensure that the Church of Ireland and Protestant ethos is to the fore in any new arrangements. The panel is not in a position to provide further elaboration on this point as it must respect that discussions are on-going and also that the Equality legislation is currently under review.

The panel notes the content of a letter from the President of DCU to CICEBG dated the 7th February 2013 (obtained under FOI) that “DCU expects that the current dispensation regarding restricted entry route to the B.Ed. for Church of Ireland and other Reformed Faith candidates will continue. Moreover we will support this actively in our discussions with the DES” (appendix 3).

The panel recognises therefore that all parties to the negotiations are aware of the significance of this issue.

The panel also notes that the said letter also states “It is expected that the Head of the CICE Centre will promote and safeguard the CICE ethos and identity”.

The panel is of the view that the contract of employment of any future Head of the proposed CICE Centre should incorporate a clause to that effect in the said contract.

The Panel is also of the view that before entering into any new arrangement, it will be essential for a legally binding agreement (Memorandum of Agreement) to be agreed on the specifics of the religious ethos of the proposed new entity. Having consulted with the Chair and Principal of CICE, the panel is satisfied that CICEBG are conscious of this necessity.

In relation to c):

The panel has reviewed all the available documentation regarding discussions between CICE and DCU and can report that the “core principles” are stated in a number of the documents concerning the Proposals (e.g. the document of 15 November 2012). The panel were briefed by the chairperson and the Principal regarding the specifics of the on-going discussions with DCU. It was clear from that briefing that the “core principles” of motion 18 (which was proposed by Archbishop Jackson) are prominent in these discussions.

The panel recommends that any legally binding agreement entered into by CICE with DCU would have these “core principles” incorporated into the said agreement as a term (legally binding provision) in that agreement.

7. Conclusion

In considering this matter, the panel observes that the initiative to move away from “stand-alone” (and indeed smaller) third level institutions is part of a wider national and international context. This initiative extends beyond teacher training colleges and follows international trends in this regard. Indeed the panel notes that “total exchequer funding allocated to universities declined by 36% between 2008 and 2014 ... while student numbers have gone up by 10% in the same period.”(Irish Times, 15th February 2014).

The panel recognises that quality learning outcomes and a quality student experience must be part of contemporary third level education. However, the panel is of the strong view that these realities must be balanced with the other reality the necessity to ensure that the religious ethos and values of the Church are promoted and safeguarded in any new re-configuration. Having reviewed all the available documentation and having discussed the issues involved with the Chairperson and Principal of CICE, the panel is satisfied that CICE will continue to uphold, through binding agreement, the four “core principles” as required by Motion 18 passed by GS 2013 in any agreement reached with any educational grouping under the proposals of the Minister for Education and Skills for the restricting of teacher training in the Republic.

ENDS.

Appendix 1

CHURCH OF IRELAND Tel:(+3531) 4125 609

THE BOARD OF EDUCATION

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

General Synod Board of Education - Review of CICE teacher training proposals

Remit and Terms of Reference for Review Panel

Background:

The General Synod 2013 passed Motion No 17 which requested that: *‘the General Synod Board of Education undertakes a review of the current teacher training proposals as outlined in the document issued on behalf of the Board of Governors of the Church of Ireland College of Education dated 13th November 2012, which appear to have a potentially detrimental effect on the life of school communities under the patronage of the Church of Ireland and other Protestant churches’.*

General Synod 2013 also passed Motion No 18 which: *‘endorses the four core principles promulgated by the Board of Governors of CICE namely,*

- *Safeguarding and enhancing the holistic educational experience of all students in CICE;*
- *Protection of the rights of CICE staff;*
- *Retention of CICE’s identity in terms of its ethos and culture, including its relationship with and responsibility to the Church of Ireland network of primary schools throughout the State;*
- *Affirmation of and formal positive acknowledgement of, and respect for, the values origins and traditions of CICE.*

And asks that those negotiating in behalf of the College to ensure that these principles are included in any agreement reached with any educational grouping under the proposals of the Minister for Education and Skills for the restructuring of teacher training in the Republic’.

The Executive Committee of the General Synod Board of Education met on Monday 17th June 2013 in Church House Dublin, and considered Motion No. 17 and No. 18. It resolved to establish an independent Review Panel and requested it provide a report for the Committee by 31st December 2013.

Remit of the Review

2. To undertake a study of all relevant documents¹ to provide a clear account of the development of the current teacher training proposals issued by the Board of Governors of the College of Education.
3. To assess the strengths, weaknesses and opportunities presented by the proposals in relation to:
 - a. Future students in any new institutional arrangements regarding continuity of a Protestant religious ethos (including RE preparation).
 - b. The provision of suitable teachers for primary schools under the patronage of the Church of Ireland and other Protestant churches.
 - c. To ascertain if the core principals outlined are part of all agreements with any new entity or re-configuration regarding CICE.
4. To report back on their deliberations to the General Synod Board of Education. It is not envisaged that report of the Review Panel will be either large or broad ranging but sufficient to fulfil the terms of reference (e.g. 10 pages).

Methodology:

While the Review Panel is clearly free to engage in any method of deliberations, it is not envisaged that such deliberations will entail widespread interviewing or consultations. The Review Panel shall determine how often they wish to meet and are free to determine their own chairperson. It is hoped that the timeframe for completing the review will not be unduly long and, in any case, should be completed by 31st December 2013.

¹ Documents already in the public domain have been passed by the Archbishop of Dublin (Chair of the Board of Governors) to the Executive Committee of the General Synod Board of Education. Other documents which may be required should be sought by the Review Panel under a Freedom of Information request.

Appendix 2

Joint Statement between the Provost of TCD and the Archbishop of Dublin, 28th March 2013.

Both Trinity and CICE are involved in developing their relationships with other partners following the announcement by the Minister for Education and Skills in September 2012 of his new policy on Initial Teacher Education.

Both Trinity and CICE entered into negotiations with one another in good faith. Such good faith was sustained throughout the process. Despite the best efforts of both sides, agreement was not reached.

Both institutions share a spirit of inclusivity and are respectful of diversity. They would be saddened if the outcomes of these deliberations and negotiations were understood outside of this framework.

Both institutions regard the new developments as an exciting time of change and progress for Initial Teacher Education in Ireland.

Both institutions continue to wish each other well in the work that lies ahead.



Dr. Patrick Prendergast
Provost of Trinity College Dublin



Dr. Michael Jackson
archbishop of Dublin

Appendix 3

Letter to CICE from the President of DCU, 7th February 2013

Ollscoil Chathair Bhaile Átha Cliath
Dublin City University

Dr Anne Lodge
Principal
Church of Ireland College of Education
98 Upper Rathmines Road
Dublin 6



7 February 2013

Dear Anne,

In the course of our productive discussions regarding the establishment of an Institute of Education, a number of important questions have arisen in relation to specific concerns of the Church of Ireland College of Education.

I am very happy to provide clear assurances to you regarding these concerns and, in this letter, I seek to address these explicitly along with providing a broader context for our plans to establish a pioneering Institute of Education.

Dublin City University is, and will remain, a secular university that is committed to excellence in its programmes of education, research and innovation. Just 24 years old as a university, DCU is ranked in the top fifty young universities in the world, as reported in the QS 'Top 50 under 50' Rankings announced in 2012. A core value of the university is a strong commitment to social inclusion and diversity, as emphasised in our Strategic Plan 2012-2017 ('Transforming Lives and Societies').

The establishment of the proposed Institute of Education will enable us to educate excellent teachers for a pluralist society. This research-intensive Institute will integrate Initial Teacher Education and Continuous Professional Development for teachers across the full education continuum (from Early Childhood to Third Level) for the first time in Ireland. It will also carry out pioneering research in priority areas for 21st Century Education, such as Special Needs and Inclusive Education, Digital Learning, STEM Education, and Ethical and Values-based Education.

The Institute will respect and value the identity and ethos of the individual institutions (including the Church of Ireland College of Education) that have embarked on a process of incorporation inside DCU. Building on DCU's record in this area over two decades, the Institute will foster and protect denominational, non-denominational and multi-denominational education. DCU is also keen to develop research and education programmes in the area of Inter-Religious Studies to build on its strong profile in Intercultural Studies.

It is planned that the new Institute of Education will have the status of a faculty within the university governance structure, thereby becoming the fifth faculty of the university. Each of our faculties is led by an Executive Dean who is an *'ex officio'* member of the University Executive Committee and the Senior Management Team. At a faculty level, the Executive Dean chairs a Faculty Management Board on which all Heads of School have automatic representation. Within the proposed Institute of Education, CICE will have the status of a School, carrying its own name, and is therefore guaranteed representation via its Head in the Faculty structure. It is expected that the Head of the CICE School will promote and safeguard the CICE ethos and identity.

Professor Brian MacCraith MBE FInstP
Uachtarán | President

Óifig an Uachtaráin
Ollscoil Chathair Bhaile Átha Cliath
Baile Átha Cliath 9, Éire

President's Office
Dublin City University
Dublin 9, Ireland

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www.dcu.ie

Board of Education – Report 2014

Dealing specifically with degree programmes offered by the Institute of Education, it is our intention that the B. Ed. Programme will incorporate pathways that will include expert inputs and assessment of teaching in small schools, multi-level teaching, and exploration of the culture and values of schools under Church of Ireland, Presbyterian, Methodist and Society of Friends patronage. We also expect that CICE will play a key role in exploring synergies of provision along with St. Patrick's College in continuing and developing the excellent postgraduate diploma programme in Learning Support and Special Educational Needs. Furthermore, the provision of religious education and formation will be supported via the RE Certificate (recognised by the General Synod in the case of CICE) which prepares students for teaching in denominational schools.

DCU expects that the current dispensation regarding the restricted entry route to the B.Ed for Church of Ireland and other reformed faith candidates will continue. Moreover, we will support this actively in our discussions with the Department of Education and Science (DES).

With regard to the Rathmines site, DCU is keen to engage in creative exploration of its use in partnership with the Church of Ireland. Furthermore, DCU recognises the great historical significance of the Plunket Museum and the CICE and Kildare Place Archives. DCU has a strong desire to see these flourish and will work with CICE to safeguard their future and identity in any new configuration.

The rights of staff and assurances regarding their ongoing commitments are always core issues in any new configuration such as the proposed Institute. All staff who transition to the Institute within DCU will be treated as equals to existing DCU staff in terms of rights of progression and promotion pathways. In keeping with DCU's well-established reputation for civic and community engagement (again reflected strongly in our Strategic Plan), the CICE commitment to community service will be recognised and supported. Similarly, the DICE and REALT programmes are aligned with DCU research and education programmes in these areas and we look forward to exploring synergies with CICE colleagues in this regard.

Building on an excellent track record to date, DCU's Vision statement emphasises the importance of a research-intensive profile, requiring a high degree of high quality research activity across our academic faculty. In this context, ongoing CICE research activity will be strongly encouraged and fostered.

In conclusion, DCU is committed to developing a transformative Institute of Education involving CICE, St. Patrick's College and Mater Dei Institute. Respectful protection and fostering of denominational entities, such as CICE, inside a secular university is central to our vision of providing excellent education for a pluralist society. We welcome your active engagement with discussions to date and are keen to progress our positive, early dialogue around DCU accreditation of your programmes.

We are deeply grateful to Archbishop Michael Jackson for his insightful and enlightening contributions to developing a shared vision for our proposed Institute, which has the potential to transform education in Ireland.

Yours sincerely,



Prof. Brian MacCraith FInstP MRIA
President,
Dublin City University

cc. Dr. Michael Jackson, Archbishop of Dublin

**CHURCH OF IRELAND YOUTH DEPARTMENT
REPORT 2014**

MEMBERSHIP

Executive

President

The Rt Rev John McDowell

Chairman

Rev Paul Whittaker

Treasurer

Mr Edward Hardy

Secretary

Mrs Judith Peters

Rev Malcolm Kingston

Mr Andrew Brannigan

Mrs Alison Jones

Mr David Brown (Youth Ministry Co-ordinator) Resigned April 2013

Central Board – Executive (*above*) and:

Mr Steven Brickenden

Rev Ian Cruickshank (resigned June 2013)

Mr Alan Williamson

Rev Cliff Jeffers (September 2013)

Ms Joyce Clinghan

Rev Malcolm Kingston

Miss Julie Currie

Rev Diane Matchett

Mr Martin Montgomery (September 2013)

CIYD Director

Mr David Brown (Resigned April 2013)

Full-time Youth Ministry Development Worker Northern Ireland

Mrs Sharon Hamill (Resigned March 2013)

Full-time Youth Ministry Development Worker Republic of Ireland

Ms Jude Trenier (Resigned February 2013)

Secretary in Elmwood Avenue, Belfast

Mrs Barbara Swann

Programme Review January to December 2013

Given staff developments in early 2013, the year has proved to be a challenging but fruitful year for the Church of Ireland Youth Department (CIYD) and its many programmes. As an update for the Church, CIYD's programme for 2013 has seen:

Church of Ireland Youth Department – Report 2014

- Twelve successful ‘Connect’ training opportunities for Youth Ministers delivered in Northern Ireland, with an average attendance circa 40 participants;
- One successful ‘Reflect’ residential for voluntary youth leaders delivered (October 2013);
- A very well attended Diocesan Youth Network meeting facilitated by CIYD;
- A new training initiative for Anois volunteers successfully piloted;
- Anois Youth camp for 100 young people and up to 50 young adult leaders;
- Over one thousand cups of coffee and many more tray bakes served at the CIYD Summer Madness ‘Connect’ venue.

We are very grateful to the Diocesan Youth Officers who stood up to the plate and helped CIYD continue with its programme in the first half of the year.

Matters of note:

CIYD Staffing matters

In early 2013 we said farewell to our staff Mr David Brown, Ms Jude Trenier and Mrs Sharon Hamill. We thank them for their contribution to the ministry of CIYD and wish them well for the future.

Mrs Barbara Swann, as the Office Administrator carries significant responsibility; not only for the office in Belfast but all logistical issues and some financial concerns relating to CIYD’s all-Ireland services. In light of staff changes and challenges, Barbara has taken up additional responsibilities and her contribution and commitment is duly noted.

During the first half of 2013 the Central Board and Executive worked extremely hard to re-shape and re-model the department. With the recent economic situation resulting in a reduction of our funding over the past five years the Central Board decided to reduce the field staff from three to two. We decided to have a Youth Ministry Development Officer (Northern Region) and a Youth Ministry Development Officer (Southern Region). After putting together new job specifications we advertised the two posts and a series of interviews took place. We were delighted to announce the appointment of Mr Andrew Frame in the Northern Region and Ms Amy McCrea in the Southern Region. Both started employment in September 2013 and October 2013. We are delighted with their progress so far and wish them well for the future.

CIYD Strategic development

The new CIYD Strategic Plan was formally launched by the Primate at General Synod 2012. With this in place the Central Board and Executive have formulated new Operational Plans for both regions and these were put in place on the arrival of our new staff members. Each Region has their own budget and is responsible for plans to deliver quality youth ministry with their Ministry Development Officers.

Church of Ireland Youth Department – Report 2014

CIYD continues to operate its ‘Devolved Funding Project’ with every diocese in Ireland receiving around £7,500 each year from the Department.

Update on CIYD networks and developments across Ireland

Youth Link (NI)

CIYD representatives on the Youth Link Board are as follows, Mrs Sharon Hamill (Youth Link Chairperson), Mr Andrew Brannigan and Rev Stephen McElhinney.

Youth Net

CIYD represented by the Youth Development Officer (Northern Region).

National Youth Council of Ireland

CIYD is represented by the Youth Development Officer (Southern Region).

National Youth Work Advisory Committee

This committee functions as the Republic of Ireland’s Youth work advisory panel.

Belfast Health Trust, Faith based Sexual Health committee

Mrs Sharon Hamill represents CIYD on this important committee.

Love For Life Hub

Mrs Sharon Hamill represents CIYD on this committee.

Board of Education NI and RoI

CIYD Executive Chairman 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 Executive Chairman to this committee.

Children’s Ministry Network

CIYD Youth Development Officer (Southern Region) in attendance at this network.

DIOCESAN REVIEW

ARMAGH

- 4 Sunday night events per year averaging 40 -100;
- Easter dawn Service attracts 400;
- Residential in April;
- Wells type project is back on the agenda;
- One full-time youth worker and 3 interns;
- Strong on uniformed organisations.

CORK

- Recruiting DYO;
- Diocesan events have seen falling numbers;
- Youth leaders weekend in January went very well;
- Schools team functioning well.

CONNOR

- Energize group has been set up;
- Hope to run diocesan conference;
- Uniformed organisations are strong;
- Archdeacon is writing brief on confirmation;
- 1 full-time and 2 part-time youth workers.

CLOGHER

- Wells project has now 16 wells covering 29 parishes;
- Capacity is increasing all the time;
- 320 young people/76 youth leaders influenced;
- challenge to build alliances which work;
- hoping to join northern and southern youth councils;
- community relations are better;
- youth link one day conference.

DERRY AND RAPHOE

- Derry & Raphoe Youth (DRY) going extremely well;
- 2,500 young people engaged with youth work;
- 5 parishes have full time youth workers.

DOWN AND DROMORE

- Youth and children department since 2011 has gone extremely well;
- Confirmation programme is steadily on the up;
Preparation/service/follow up
- 31 sessions for confirmation class (of which 10 are essential);
- Post-confirmation area to be assessed;
- Family work;
- Open College Network (OCN);
- 39 youth ministries;
- Summer Camp running for the first time.

DUBLIN AND GLENDALOUGH

- The Diocese is in a state of flux as the new CIYD Central Board Representative Rev Cliff Jeffers conducts a series of surveys about youth and children's work throughout the diocese.
- 3Rock has ceased its ministry and we wish to thank Mr Greg Fromholz and Mrs Susie Keegan for all their work in the past number of years.

KILMORE

- Engage project;
- Involvement with Sligo Grammar School;
- Strategy waiting for new bishop to arrive;
- Large group to Summer Madness;
- Missing the youth officer for contact with young people on the ground;
- Diocesan link to South Carolina.

LIMERICK AND KILLALOE

- there is a gap of youth ministry at parish level;
- small number of youth groups;
- new chaplain at Villiers school;
- Edward Hardy is trying to link with national schools;
- Recession has hit people very hard such that they cannot afford to send young people to events;
- Summer Madness is very popular;
- Harder to define CIYD input;
- Vision plan for the Diocese is being worked on.

MEATH AND KILDARE

- 4 new youth groups running;
- creation of Meath and Kildare youth council;
- confirmation workshops;
- 189 families targeted;
- important for CIYD to encourage the employment of a DYO.

TUAM

- groups in Westport and Ballina;
- junior camp Lissadell;
- only a few to Summer Madness;
- schools service;
- launch of Bishops Appeal;
- youth leaders residential Sligo.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT**

YEAR ENDED 31 DECEMBER 2013

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 2014

CHURCH OF IRELAND YOUTH DEPARTMENT
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2013

	2013	2012
	€	€
INCOME		
Department of Education (Republic of Ireland)	178,081	197,868
Representative Church Body	174,657	196,054
Donations	10,418	7,928
Interest	1,228	3,538
Programme	<u>9,244</u>	<u>14,088</u>
TOTAL INCOME	<u>373,628</u>	<u>419,476</u>
EXPENDITURE		
<u>Staff & Volunteer Costs</u>		
Staff Salaries	68,239	174,503
Staff Expenses	16,023	26,586
Central Board and Executive	12,940	15,416
<u>Training, Programme & Grant Allocations</u>		
Training events	30,750	31,392
Programme events	22,543	28,540
Devolved funding grants	106,204	100,983
<u>Office & Administration</u>		
Insurance	1,645	1,036
Auditors fees	3,998	6,366
Rent	15,931	15,757
Telephone, postage and internet	8,082	11,005
Office expenses	9,817	13,841
Heat and light	2,621	2,202
Depreciation	-	490
Bank interest and charges	(425)	1,305
Resources	405	3,126
Sundry	<u>1,204</u>	<u>2,223</u>
Carried forward	299,977	434,771

Church of Ireland Youth Department – Report 2014

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT**

**INCOME AND EXPENDITURE ACCOUNT – CONTINUED
YEAR END 31 DECEMBER 2013**

Brought forward	299,977	434,771
<u>Fees & Membership</u>		
General membership fees	1,635	1,497
Youth Link Northern Ireland	<u>11,962</u>	<u>11,930</u>
TOTAL EXPENDITURE	<u>313,574</u>	<u>448,198</u>
	60,054	(28,722)
Foreign exchange difference	<u>1,340</u>	<u>(642)</u>
NET SURPLUS/(DEFICIT) FOR THE YEAR	<u>61,394</u>	<u>(29,364)</u>

Note: The rate of exchange used at 31 December 2013 was £1.00 = €1.204
(2012 – €1.225).

Church of Ireland Youth Department – Report 2014

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT
BALANCE SHEET AS AT 31 DECEMBER 2013**

	2013		2012	
	€	€	€	€
CURRENT ASSETS				
Debtors and prepayments	131,556		73,330	
CASH AT BANK AND IN HAND				
Cash	<u>10,021</u>		<u>2,466</u>	
	141,577		75,796	
CURRENT LIABILITIES				
Creditors	<u>(39,321)</u>		<u>(34,934)</u>	
NET CURRENT ASSETS		<u>102,256</u>		<u>40,862</u>
NET ASSETS		<u>102,256</u>		<u>40,862</u>
GENERAL FUND ACCOUNT		<u>102,256</u>		<u>40,862</u>

Note: The rate of exchange used at 31 December 2013 was £1.00 = €1.204
(2012 – €1.225).

THE COVENANT COUNCIL

The Church of Ireland and the Methodist Church in Ireland

REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2014

MEMBERSHIP

Church of Ireland

The Most Rev Dr Richard Clarke, Archbishop of Armagh (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Dr Maurice Elliott

Rev Barry Forde (Secretary)

Rev Canon Ginnie Kennerley

Rev Dr Peter Thompson

Vacant

Methodist

Rev Winston Graham (Co-Chair)

Rev Donald Ker

Rev Andrew Dougherty

Rev Janet Unsworth

Rev Louise Donald

Ms Gillian Kingston

Dr Fergus O'Ferrall

Mr Nigel Beattie

Interchangeability of Ministry

The primary focus of the Covenant Council has been on the proposals on Interchangeability of Ministry. The Bill before General Synod in 2014 builds on the Agreed Principles presented to, and received by, the General Synod in 2010 and 2011. It is the considered opinion of the Covenant Council that the Bill is a reflection of the mind of Synod to take a significant step forward in realising the aspirations of the 2002 Covenant between the Church of Ireland and the Methodist Church in Ireland. If passed, it will open up new doors of ecumenical opportunity for both traditions as we seek to carry out the mission of God in Ireland. It is the hope of the Covenant Council that General Synod continues to affirm the journey we have been on together, and provides for the interchangeability of ordained ministries between our two denominations.

The Covenant Council is aware that, if the Bill on interchangeability is passed, it will help pave the way for further development and consideration of how lay ministries might work together, recognising the potential role that the Covenant may play in the Church of Ireland Commission on Ministry and Pioneer Ministry.

Local Covenant Partnerships and Projects

The Covenant Council is delighted to see links continue to grow between the Church of Ireland Theological Institute and Edgehill College. In the area of Pioneer Ministry there

were attendees from both the Church of Ireland and the Methodist Church in Ireland at conference on Pioneer Ministry hosted by Rev Ric Thorpe, St Mellitus College in London. There are further plans to grow and develop these links. During the week of prayer for Christian Unity a Methodist Communion Service, presided over by the Covenant Council member Rev Andrew Dougherty took place at the Theological Institute, with Rev Barry Forde sharing in the Ministry of the Word.

There are a number of partnerships and projects that continue to grow. In January 2014, the Church on the Hill in Maghaberry took a significant step forward in a service of celebration to mark the signing of a Local Covenant Partnership, signed by the Rt Rev Harold Miller, Bishop of Down and Dromore and Rev Kenneth Robinson, District Superintendent for the Portadown District. The Church of the Good Shepherd and Primacy in Bangor continue to further the work of the Covenant, whilst the Covenant at Queen's University, Belfast continues to be further consolidated. During Holy Week 2013 a team from QUB Chaplaincy participated in a week of outreach by the Church of Ireland parish and the Methodist church in the town of Strabane, and in 2014 a similar week of outreach took place in the Joint Project at Glencraig, in North Belfast.

The Covenant Council continues to encourage all dioceses and parishes to look for opportunities in which the Covenant might be of assistance for ministry and mission.

Membership

The Covenant Council is thankful for the role of Rev Denis Campbell who acted as Presbyterian Observer on Council for a number of years and looks forward to his successor being appointed by the Presbyterian Church in Ireland in due course. Covenant Council also wishes to propose Mr Harold Giboney as a Church of Ireland successor to the role vacated by Mr Cyril McElhinney.

Website

The Covenant Council website, www.covenantcouncil.com has been revised, with a forum page for Covenant Facilitators and worship resources and Covenant Council booklets available for download.

Covenant Celebration

The Covenant Council is conscious that the month of September is a very busy month in the life of many parishes. Covenant Council has previously encouraged congregations to celebrate the Covenant relationship with neighbouring Methodist congregations on or around September 26 each year. Following deliberation Covenant Council agreed that an alternative date in the year might prove more accessible for many congregations. It was agreed that the 24th May, John Wesley Day in the Church of England, is a suitable date and Covenant Council encourages all churches to consider celebrating the Covenant on or around this date.

Motions to propose at General Synod

The Covenant Council also proposes the following motions for the consideration of the General Synod this year:

“That the following be elected as Church of Ireland representatives on the Covenant Council for the coming year:

The Covenant Council – Report 2014

The Most Rev Dr Richard Clarke, Archbishop of Armagh (Co-Chair)
Ms Elva Byrne
Very Rev Nigel Dunne
Rev Dr Maurice Elliott
Rev Barry Forde
Mr Harold Giboney
Rev Canon Ginnie Kennerley
Rev Dr Peter Thompson”

‘That General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Methodist congregations on or around John Wesley Day, 24th May each year.’

COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE

REPORT 2014

MEMBERSHIP

The Archbishops and Bishops (ex-officio)

The Rt Rev John McDowell, Bishop of Clogher (Chair)
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 (Honorary Secretary)
Mr Trevor Morrow
Canon Daniel Nuzum
Rev Ása Björk Ólafsdóttir
Rev Niall Sloane (Honorary Records Secretary)
Venerable Helene Tameberg Steed
Ms Catherine Turner

INTRODUCTION

The Church of Ireland continues to place great importance on its inter-Church work and on doing what we can to promote a real engagement within and between the Churches.

The Commission conducts its business through a range of Working Groups, each of which has summarised the main features of its work in the body of this report. The Working Groups have the advantage of flexibility and each can make use of extra Church of Ireland expertise to assist in developing projects and dialogue. The Inter-faith Working Group has proved especially adept at this working method.

Although strictly speaking no longer the Synodical business of the Commission, (having passed into a legislative process managed by the Covenant Council) the Commission takes great encouragement and satisfaction from the near unanimous approval by last year's General Synod of the progress towards interchangeability of ministry with the Methodist Church in Ireland.

The Commission was at the forefront of theological discussions with the Methodist Church in Ireland which prepared the way for the current legislation before General Synod. It is our particular delight to have had some hand in working towards an acceptance that, without the sacrifice of any core principle, Episcopal ministry can truly serve as a unifying rather than a divisive force in the Catholic Church.

The theological and ecclesiological rationale which underpins this piece of legislation has been discussed at the last three General Synods and it has been a privilege to facilitate that discussion and to note the immense joy at last year's Synod at the prospect of overcoming any further barriers to interchangeability.

The Anglicanism Working Group is continuing its dialogue with the Moravian Church in Great Britain and Ireland, exploring common areas of life and mission.

Since our last report there has been a meeting of the Anglican Consultative Council (ACC) in New Zealand. That is always a very significant meeting, particularly as the ACC is the only one of the Instruments of Unity which has lay membership, and the Commission has sought to act as a conduit whereby the resolutions and reports arising from that meeting have been more widely disseminated and discussed throughout the Church of Ireland.

Individual members of the Commission continue with their work on our behalf with the Churches of the Porvoo Communion, the Old Catholics and the Orthodox world in its Eastern and Oriental incarnations.

Although he continues as a member, the Most Rev Richard Clarke, Archbishop of Armagh stepped down as Chair of the Commission towards the end of 2013. His contribution to the whole range of ecumenical endeavour (in theology, pastoral engagement and practical action) has been immense and we the Commission would wish to pay tribute to his wise and generous chairmanship over the past seven years.

ECUMENICAL INSTRUMENTS

Considerations of space allow for only extremely limited reference to the extensive work of the ecumenical instruments to which the Church of Ireland belongs. Their respective websites should be consulted for detailed reports. Full particulars of Church of Ireland membership of ecumenical organisations and their remit may be found in the appropriate directory on the Church of Ireland website.

The Irish Council of Churches (ICC) /www.churchesinIreland.com

Officers: 2012-2014

President: Rev Fr Godfrey O'Donnell

Vice President: Rev Dr Donald Watts

Immediate Past President: Most Rev Dr Richard Clarke

The annual meeting of the Council was held in Londonderry on Thursday 21 March 2013, the Rev Fr Godfrey O'Donnell presiding.

The programme for the day included participation in the Christian Heritage Trail that has been developed in the city during this its year as 'European City of Culture' by the Churches' Trust and which involves local clergy and artists.

It is customary for a delegation from European Churches to meet with government representatives as member states of the EU assume the EU presidency. On Friday 8

March 2013 such a meeting took place at Government Buildings in Dublin, organised by the Irish Council of Churches (on behalf of the Conference of European Churches-CEC) and the Commission of the [Roman Catholic] Bishops' Conferences of the Union. The Taoiseach, Mr Enda Kenny, TD, presided, and was accompanied by officials from several government departments. The Churches' delegation, representing a broad spectrum of Christian traditions in Ireland, raised a number of issues for consideration by the Irish presidency, including the social and economic crisis in Europe and development aid policy. The delegation expressed its concern at the impact of austerity on present and future generations and on the most vulnerable in society.

As reported last year, the ICC has decided to give due emphasis to European issues and has created a European Affairs Committee, representative of member Churches. The Church and Society Commission of the Conference of European Churches is producing documentation for use by local Churches relating to the European Parliamentary Elections, and consideration of this material will be among the first items to be considered by the new committee.

The Irish Inter-Church Committee (IICC) [www.churchesinireland.com]

The Church in Society Forum of IICC, having prepared a paper on ethical investment for presentation to the Churches, followed this by convening a meeting of the finance officers of member Churches to discuss the issues involved, and it is hoped that such meetings will be held regularly.

Churches Together in Britain and Ireland-CTBI/ www.ctbi.org.uk

The annual general meeting of CTBI together with its regular meeting of Senior Representatives took place in London. Dr K Milne is among the representatives of member Churches who are involved in discussion of the process to be adopted by CTBI in appointing a new moderator.

At the invitation of some member Churches, CTBI is convening a meeting to consider the use in local Churches of the material prepared by CEC relative to the European Parliamentary elections.

Conference of European Churches-CEC/ www.ceceurope.org

The radical constitutional changes under consideration by CEC were referred to in last year's report. The present state of this exercise was the main item discussed at a meeting of Ecumenical Secretaries held in Brussels in November 2013 and attended by Dr Ken Milne. A key change will be the transfer of the office from Geneva to Brussels, where CEC's Church and Society Forum, and which relates in particular to the EU and its agencies, has its premises. The meeting was attended by senior personnel from the

European institutions, who stressed the fact that 2014 would be a highly significant year for the Union during which a new Commission, a new Commission President, and a new Parliament (at least half of the MEPs taking their seats for the first time) would take office.

World Council of Churches-WCC/ www.wcc-coe.org

The Rt Rev Alan Abernethy, Bishop of Connor, a member of the Central Committee of WCC, attended the 2013 Assembly in the Republic of Korea. He has briefed us on its proceedings and we are studying documentation that issued from the Assembly.

Inter-Faith Working-Group

Membership

The Most Rev Dr Michael Jackson, Archbishop of Dublin (Convenor)

The Rt Rev Trevor Williams, Bishop of Limerick

The Rt Rev Patrick Rooke, Bishop of Tuam

Rev Darren McCallig (Honorary Secretary)

Very Rev Sandra Pragnell

Rev Canon Glenn West

Ms Georgina Coptý

Mr Tom Tate (to March 2013)

Rev Ása Björk Ólafsdóttir

Rev Dr Yazid Said (from November 2013)

Supporting and resourcing the Church's engagement with people of other faiths remains the central focus of the Inter-Faith Working Group. To this end, a seminar on gender and inter-faith dialogue was held in Limerick on Thursday 17 October 2013.

The event, entitled "Building the Common Household", explored the ways in which the gender of those engaged in inter-faith dialogue impacts on their involvement. It also looked at some of the issues which affect both women's participation in dialogue and also men's engagement with women of other faiths.

The keynote speaker was the Rev Bonnie Evans-Hills. Ms Evans-Hills is Inter-faith Advisor to the Bishop of Leicester and assistant curate in the Parish of Saint Peter & Saint Paul, Oadby. Her address introduced the seminar participants to a series of guidelines on gender & inter-religious dialogue which she, along with some others, prepared on the basis of their experience of many years' engagement in dialogue. The document entitled "Talitha cum! Stand up, Girl!" took as its inspiration the story from the Gospel of Mark (5:25-end) where Jesus raises from the dead the twelve-year old daughter of a synagogue leader. As Ms Evans-Hills' concluded:

“One, insignificant girl – someone no one would have paid attention to, would have shoved into the corner or told to fetch the water or sweep the floor; one insignificant girl – Jesus takes her hand, he tells her to stand. She was dead, but now she is alive! She is no longer lying on the bed silent and ill, she is not even sitting. She is standing, standing tall! ... Talitha Cum, Girl! Stand up, be counted! Know you are loved for the precious child of God you are! Women have much to contribute to our faith communities, but in order to do that they need to be brought to life and nurtured.”

Four responses to the Guidelines were given by members of the Mid-West Interfaith Network: Yonit Kosovske (Jewish); Trish Fallon (Bahá'í); and Eva Maculova and Lonán Ní Dhubháin (Christian). Each spoke from their own personal experience of the opportunities and complexities of inter-faith dialogue. Their papers and copies of the Guidelines can be accessed on the Church of Ireland website.

The Limerick seminar followed-on from similar capacity-building events held in Dublin, Belfast and Galway in recent years. The Working Group is now considering new directions for its work. In particular, it is examining the possibility of developing an intercultural and interreligious mobile exhibition which would highlight diverse expressions of faith across religious traditions. The hope is to continue to call the wider Church's attention to the enrichment as well as the challenges which a multi-religious society provides.

Finally, there were some membership changes during the past year. Mr Tom Tate resigned in March 2013. Later in the year the Rev Dr Yazid Said was co-opted. He is a Palestinian Anglican priest who is currently lecturer in Islamic Studies at the Mater Dei Institute of Education, Dublin.

Anglican Affairs Working-Group

Membership

The Rt Rev Michael Burrows Bishop of Cashel, Ferns & Ossory (Chair)	Rev Dr Maurice Elliott
The Rt Rev Harold Miller, Bishop of Down & Dromore	Rev Canon Ian Ellis
The Rt Rev John McDowell, Bishop of Clogher	Venerable Helene Steed
Rev Canon Patrick Comerford	Ms Catherine Turner (Secretary)
	Mr Wilfred Baker

The working group has rejoiced to observe the progress of the proposal to achieve interchangeability of ministry with the Methodist Church in Ireland, and has continued its work of observing wider Anglican affairs, and promoting relationships with those Churches with which the Anglican Communion has especially close relationships, including those of full communion. We have also monitored the process by which the

various resolutions of the most recent meeting of the Anglican Consultative Council are received and implemented in various contexts across the Church of Ireland.

The Working Group participated in the process leading to the appointment of Archdeacon Helene Steed as Porvoo contact person, in succession to the Bishop of Clogher, Rt Rev John McDowell who has brought great commitment, wisdom and insight to this role over several years. Archdeacon Steed brings with her the advantage of having served in the Church of Sweden prior to her ministry in Ireland.

The Porvoo Communion of Churches, (with members from the Lutheran Churches in the Nordic and Baltic countries and the Anglican Churches in these islands and Iberian Peninsula), continued its work of organising consultations, the annual meeting with the contact group, as well as providing a Prayer Diary for the year. As the Porvoo Communion has no paid staff, this was all organised by individuals from the member Churches on a voluntary basis.

In April 2013, the Church of Ireland hosted the Third Consultation on Diaconal Ministry. At the Dublin consultation it was clearly stated that diaconal ministry is part of the responsibility of all baptised and that this may need some ecclesiastical co-ordination by someone appointed to lead this ministry. The Theological Institute was the inspiring venue for consultation.

During 2013 both the Contact Group and the Primates met in Reykjavík, Iceland. Reports were given from the different member Churches and two common themes affecting many Churches were financial austerity and re-organisation. At the Primates' meeting those present welcomed the announcement that two further Churches, namely the Latvian Church Abroad and the Lutheran Church in Great Britain would sign the Porvoo Common Statement. This will take place during the autumn of 2014.

During the meeting in Reykjavík, the Archbishop of Dublin, the Rt Rev Dr Michael Jackson was appointed Anglican co-chair. He will, together with the Rt Rev Peter Skov-Jakobsen, Bishop of Copenhagen, coordinate the work of the Porvoo Communion.

A consultation on Ethics and Economics is scheduled for November 2014. A new homepage has been set up, hosted by the Church of Finland: <http://www.porvoocommunion.org/>

- The task of discussing the possibility of fuller communion with the Moravian Church based on the American experience through the document *'Finding our Delight in the Lord'* has continued. Representatives of our working group again met Moravian representatives at Gracehill, Co Antrim residentially in January and we hope to be in a position to make a full report with positive suggestions to the

full Commission and thereafter to the Standing Committee before the summer. At the Gracehill meeting we were glad to have the assistance of the Rev Dr Tom Ferguson from the Episcopal Church (TEC) who was one of the principal Anglican authors of *'Finding our Delight ...'* We also had present as a most helpful and encouraging observer, the Rev Dr Callan Slipper from the Church of England. We are conscious that any proposals made for greater communion in Ireland must take into account the reality that the Moravian Church in these islands is a single province.

- The Bishop of Cashel, Ferns & Ossory was appointed by the Archbishop of Canterbury as the Anglican co-chair of the Anglican Old Catholic International Coordinating Council (AOCICC) which oversees the relationship of full communion that has existed between us since the Bonn Agreement in the 1930s. He accordingly co-chaired his first meeting of the Council at Amersfoort in the Netherlands in November and the Council will meet again in Ireland in August. We are particularly anxious to work together in engaging with the structures of the European Union and the manner in which they can provide a voice for faith communities in the context of the public square.

European Affairs Working-Group

Membership (as 2013)

The Most Rev Dr Richard Clarke, Archbishop of Armagh

Miss Janet Barcroft

Mr Robert Cochran

Rev Canon Adrian Empey

Rev Canon David Hutton Bury

Rev Canon Eithne Lynch

Rev Canon John Merrick

Dr Kenneth Milne

Mr Robert Roe

Rev Canon Terence Scott

Professor Ben Tonra

As indicated above, the Irish Council of Churches (ICC) has for some time included matters relating to Europe (and in particular the European Union) on the agenda of its Board of Overseas Affairs. A further development in this regard has been the creation by the ICC of a European Affairs committee (already referred to in the section on the ICC). The remit of this new committee is to 'bring a Christian judgement to bear on European Affairs' and to inform and share developments in European affairs with the member Churches of the ICC. Its duties will include liaison with appropriate European organisations and developing relations with the European affairs representatives of the Irish Episcopal Conference and COMECE.

This Committee will consist of up to twenty-two persons representative of the member Churches of ICC, and our Working-Group has been invited by the Commission for Christian Unity and Dialogue to nominate to it for the two Church of Ireland places.

This fresh initiative by the ICC is timely, 2014 being regarded as an especially significant year for the European Union (EU), as has already been noted in this report. Of further consequence for the members of the Irish Churches, north and south, is the possibility of the debate that will ensue should a referendum on United Kingdom membership of the EU eventually take place. Likewise, the result of the Scottish referendum later this year is thought to have implications for political relationships throughout these islands, not least where EU issues are concerned.

LITURGICAL ADVISORY COMMITTEE
REPORT 2014

MEMBERSHIP ELECTED 2013

The Rt Rev Harold C. Miller (Chair)
The Very Rev Gerald G Field (Hon. Secretary)
Rev Canon Michael C. Kennedy
Ven Ricky B Rountree
Rev Alan J. Ruffli
Rev Dr Peter Thompson
Rev Adrian Dorrian

Rev Ken Rue
Rev Robert Ferris
Rev Peter K. McDowell
Mrs Alison Cadden
Ms Julie Bell
Mrs Jacqueline Mullen

Co-opted Members:

Very Rev Nigel Dunne
Rev Jason Kernohan

Consultants:

Rev Canon R. Edgar Turner
Mr Richard Ryan
Dr Donald Davison†

Church of Ireland Theological Institute Observer:

Rev Canon Patrick Comerford

Church of Ireland Theological Institute Student Observer:

Rev Rod Smyth

Methodist Church Observer:

Rev Dr Richard Clutterbuck

† *Died 1st August 2013*

EXECUTIVE SUMMARY:

The Committee usually meets four times a year, one of which is a two-day meeting giving members the opportunity for a more in-depth evaluation of the LAC's role in the light of any requests from General Synod and members of the Church of Ireland. The Committee has taken on board the recent request from the Honorary Secretaries to each Synod Committee to "review its membership with a view to expanding the diversity of participants to reflect the membership of the Church in terms of age, gender, geographical location, experience and recently arrived migrant groups".

Our primary aim remains to provide quality liturgical resources worthy of the Church of Ireland and worthy of the glory of the God whom we serve. To that end the sub-committees developing material in the areas of Liturgical Education and Formation, Music, Liturgical Resources and Electronic Liturgy continue to be the focus of the Committee's discussions, planning and action.

The objectives for the coming year will be:

- to progress the provision of a supplement to the hymnal;
- to continue working with Historical Centenaries Working Group of the General Synod in the preparation of liturgical resources to meet their requirements;
- the completion of on-going projects in the area of formation, electronic liturgical resources;
- to represent the Church of Ireland at the Four Nations Liturgical Group (a conference of representatives from the Liturgical committees of the Anglican churches in Ireland, Scotland, England and Wales) and the International Anglican Liturgical Consultation.

REPORT

DR DONALD DAVISON

Once again the Liturgical Advisory Committee has been saddened by the death of another long-serving member of the Committee. Dr Donald Davison made a significant contribution to the work of the LAC in his capacity as a consultant. His vast experience in music, hymnody and theological insight meant his expertise was invaluable to the Committee on so many levels. We extend our sympathy and prayers to Donald's widow Rosemary and to their family.

The past year has, once again, been one of both consolidation of continuing projects and developing of new projects.

The review of the experimental use of *Holy Communion by Extension (for those unable to be present at the public celebration)* mentioned in last year's report, has been completed. The response to the questionnaire sent to parish clergy was very positive, and the feedback can be viewed in Appendix to this report.

Our work in collaboration with the Church of Ireland Historical Centenaries Working Group in providing liturgies pertinent to the decade of celebrations has been the focus of the work of the Resources sub-committee, and a more detailed report can be seen below.

The work on a supplement to the Church Hymnal has also continued during the past year. Whilst the work of the Liturgical Advisory Committee relies to some extent upon the initiative of its members to implement the objectives set out by the General Synod, it is also very much dependent upon suggestions made to it by those within the church community who identify areas where liturgical resources may be lacking. We are grateful to all those who over the past year have identified ways in which we may support them in their ministry of worship.

LITURGICAL EDUCATION AND FORMATION

This aspect of the Committee's work is ongoing, and we hope to make further progress on this in the coming year.

MUSIC

The sub-committee appointed to work on material for a Hymnal Supplement has been progressing that project through consideration of further suggested hymns for inclusion. The proofing of the words of hymns is almost complete, and there is close co-operation

with Cumann Gaelach na hEaglaise for the provision of hymns in the Irish language. The music element of the project is also nearing completion, and matters relating to publishing are now with Standing Committee for a proposed publication date of 2015.

The work of the Recorded Church Music Committee transferred to the Liturgical Advisory Committee at the start of this year. We wish to acknowledge the tremendous work undertaken by the previous Committee under the chairmanship of Bishop Darling. In appointing a new sub-committee for Recorded Church Music it was agreed that the Rev Dr Peter Thompson be chairman. Other members were to be Mr Jim Pike and Mr Brian Pike, the Rev Alan Ruffli, Miss Julie Bell, Mrs Jacqueline Mullen, Mrs Alison Cadden and Mr Derek Verso.

LITURGICAL RESOURCES

This sub-committee is continuing its work in co-operation with the Historical Centenaries Working Group of the General Synod to resource orders of service for use during the various centenary celebrations through 2014-2022. Emphasis is on the provision of liturgical resources which could be used in a general commemoration context, and also for material applicable to each specific commemoration. Last year a Service of the Word to commemorate the Dublin Lockout was produced, whilst this year the focus is on resourcing liturgies commemorating events towards the start of the 1914-18 war, and preparatory work on 1916 commemorations.

As noted in last year's report, the preparatory work on a liturgy for use across the Church of Ireland for the commissioning of diocesan lay ministers, including diocesan readers was put on hold to allow time for the new training programme to be assessed and any liturgy to reflect the ethos of that training. It is proposed to recommence that work this year, as well as responding to requests for the provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth. A series of Orders of Service for the Commemoration of Celtic Saints and others, corresponding to the list on pages 22 and 23 of the Book of Common Prayer, have been prepared by the Rev Dr Michael Kennedy. These have been prepared drawing upon the work of Archbishop George Simms and supplemented with prayers by Canon Brian Mayne. These will be available online soon, and are offered as a tribute to a saintly and much loved Archbishop and to a very highly regarded member of the Liturgical Advisory Committee.

The LAC is also aware of the contribution to the worshipping life of Church and community made by Fresh Expressions, Messy Church, Café Church etc. The Committee is in the early stages of planning an event whereby these offerings can be more widely shared and explored across the Church of Ireland.

ELECTRONIC LITURGY & WORSHIP WEB PAGE

The number of visitors to the Worship webpage continues to give encouragement to those responsible for the maintenance of this on line resource. However, the effectiveness of the web page is hindered to some extent by the main Church of Ireland Website, as feedback from users suggests a level of frustration at the difficulty in navigating the website and finding material.

The work of maintaining and updating the liturgical resources on the Worship webpage is time consuming and is undertaken on a voluntary basis by people already committed in other areas of ministry. As such we are grateful to those kind enough to point out any errors that may occur, and for the patience of users of the site whilst corrections and improvements are made.

FUTURE PLANS

Our future plans include:

- The finalising of the hymnal supplemental;
- Endeavouring to provide resources for the various centenary celebrations with assistance of other appropriate persons;
- Furthering development of the worship section of the website;
- Furthering the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts;
- The provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth;
- A continued representation of the Church of Ireland in the wider national and international liturgical fora, so that resources and ideas which might be of value in the celebration of our liturgy are available for use from the wider Church.

As noted previously, the work of the Liturgical Advisory Committee is dependent to a large extent upon the needs of parishes and worship co-ordinators being identified and communicated to it. Once again we would encourage those involved in planning worship to advise the committee, through the Honorary Secretary (honsec.lac@gmail.com), of any resources they feel the Liturgical Advisory Committee may be able to help provide.

RESIGNATIONS AND APPOINTMENTS

Since last year's report the LAC is pleased to note the co-option of Very Rev Nigel Dunne and Rev Jason Kernohan to the Committee. Invitations were extended to Rev Canon Patrick Comerford to act as Church of Ireland Theological Institute Observer, Rev Rod Smyth as Church of Ireland Theological Institute Student Observer and Rev Dr Richard Clutterbuck as an Observer representing the Methodist Church.

APPENDIX

Liturgical Advisory Committee Holy Communion by extension survey

Analysis of results

The LAC wishes to record its gratitude to those who took the time to reply to the survey regarding Holy Communion by extension. 141 responses were received.

The breakdown is according to percentage of the total number of responses to a given question, in order to provide the easiest frame of reference. The number in brackets at the end of each question indicates how many of the respondents answered that specific question.

The figures have been rounded off to give whole numbers, which is why in some cases the total might not be 100%.

This breakdown is a ‘bare bones’ outline, for the information of Synod. The LAC will make a detailed study of the responses, and make any further recommendations accordingly.

Summary

Breakdown of responses by diocese (140):

Diocese	%
Armagh	8
Clogher	9
Derry & Raphoe	9
Down & Dromore	14
Connor	14
Kilmore, Elphin & Ardagh	3
Tuam, Killala & Achonry	3
Dublin & Glendalough	14
Meath & Kildare	5
Cashel & Ossory	9
Cork, Cloyne & Ross	11
Limerick, Killaloe & Ardfert	3

How would you describe the size of your parish? (140)

	%
Small (<100 Families)	15
Medium (101-250 Families)	52
Large (251 + Families)	33

How would you describe the demographic of your Parish? (136)

	%
Rural	45
Regional Town	19
Suburban	22
Urban	14

Number of clergy licensed to officiate in Parish. (137)

	%
1	52
2	31
3	13
4+	4

Number of churches in Parish. (132)

	%
1	38
2	23
3	17
4+	21

Do you use the Order for Holy Communion by Extension? (137)

	%
Yes	29
No	71

If yes, how often? (40)

	%
Weekly	14
Monthly	51
Seasonally	14
Very Occasionally	21

If yes, who is authorised to distribute? (Option to tick more than one)

	%
Deacon	5
Priest	59
Diocesan Reader	17
Parish Reader	9
Other lay worker (employed)	0
Lay Volunteer	3
Eucharistic Minister	7

If no, please state why? (Option to tick more than one)

	%
No need	74
There are objections in the Parish	10
N/A	21

Did those selected receive formal training? (76)

	%
Yes, from extra-parochial source (e.g. DLO, Bishop)	8
Yes, within the parish	8
No, but informal prep provided	20
No	3
N/A	62

When used, did administration take place immediately after a service? (48)

	%
Always	25
Usually	33
Occasionally	17
Never	25

If yes to previous question, were there any practical difficulties with this? (41)

	%
Yes	10
No	90

Answers here included reference to timing immediately after services regarding lunch in nursing homes etc.; storage of the consecrated elements; congregational understanding and expectation.

Can you suggest any improvements to the current order? (24)

	%
Irish Language Provision	4
Better publicise the order's availability	8
Liturgical Alterations	42
Hospitals other than Sundays	8
No	12
Practicalities	21
Other	4

Would you use a traditional language form of the order if available? (90)

	%
Yes	33
No	67

Have you identified any use other than with sick and housebound? (91)

	%
Yes	21
No	79

Would you be in favour of additional uses? (94)

	%
Yes	40
No	60

If so, please detail (36)

	%
Eucharistic Service when no priest present	75
Situations where smaller/simpler service suits	3
No need for this provision	6
Other	17

JOINT STATEMENT FROM
THE COUNCIL FOR MISSION,
THE COMMISSION ON MINISTRY AND
THE COMMISSION ON EPISCOPAL MINISTRY AND STRUCTURES

The work of the bodies listed above is concerned with the future mission and ministry of the church, each one with its distinctive remit but all recognising the need for co-ordination and co-operation.

This approach is rooted in the desire to see the structures, administration and finances of the church shaped by a clear understanding of the mission of the church, particularly as it is expressed in the statement from the House of Bishops in 2008 which set the aims of *Growth, Unity and Service*.

We are committed to working together with the shared aspiration of ensuring that ministry is contemporary, flexible and effective in furtherance of the mission of the church.

We are united in our desire to pursue this shared aspiration urgently and we offer it to General Synod as a focus to our respective reports.

Preface to the Reports of the Council for Mission, the Commission on Ministry and the
Commission on Episcopal Ministry and Structures

THE CHURCH OF IRELAND COUNCIL FOR MISSION

Report to the General Synod 2014

MEMBERSHIP (JANUARY 2014)

Rt Rev Alan Abernethy	House of Bishops
Rev Canon Stephen Lowry	Synod
Rev Ruth West	Synod
Mrs Felix Blennerhasset	Synod
Vacant	Synod
Rev Paul Hoey	Synod
Capt. Colin Taylor	Synod
Mrs Ruth Mercer	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
Vacant	AMS
Rev Patrick Burke	Cashel
Vacant	Cashel Alternate
The Rev Eileen Cremin	Cork
Vacant	Cork Alternate
Mr Colin Ferguson	Down
Dr Trevor Buchanan	Down Alternate
Rev Peter Galbraith	Connor
Vacant	Connor Alternate
Very Rev Kenneth Hall	Clogher
Vacant	Clogher Alternate
Rev Andrew Quill	Kilmore
Vacant	Kilmore Alternate
Mrs Daphne Wright	Meath
Vacant	Meath Alternate
Ven Wayne Carney	Limerick
Vacant	Limerick Alternate
Rev Adam Pullen	Tuam
Vacant	Tuam Alternate
Rev Paul Hoey	Derry
Vacant	Derry Alternate
Rev Paul McAdam	Armagh
Mr Tom Stephenson	Armagh Alternate
Rev Cliff Jeffers	Dublin
Vacant	Dublin Alternate
Miss Mavis Gibbons	Co-opted

Rev Canon David Brown
Rev Rob Jones

Co-opted
Co-opted

According to the Constitution alternates attend when the principal representative is unable to.

MEMBERSHIP

During the year we welcomed Mrs Ruth Mercer as the representative for the Mothers' Union.

A sizable number of the current members will no longer be eligible to stand for membership of the Council since they have served the maximum term of nine years. To each and every one sincere gratitude is due. Thanks was expressed in particular to Mrs Felix Blennerhassett and Rev Paul Hoey who have acted as Treasurer and Secretary respectively over that period.

Rev Ruth West and Rev Patrick Bourke have been nominated to the posts.

The Council has had ongoing discussions about the system of alternates which was devised originally to ensure good attendance at Council meetings by diocesan representatives. After careful consideration it is of the opinion that, for a variety of reasons this system does not work and should be discontinued. The Council agreed to pursue this as an objective for the coming year.

SUMMARY OF BUSINESS AND DISCUSSIONS OF THE COUNCIL:

1. Back to Church Sunday

Although the Council has taken less of a role in promoting this initiative in 2013 it is gratified to hear that it continues to be an effective vehicle for mission in various parts of the Church and is now a regular part of the life of many churches.

In a new development for 2014 the Back to Church team in the UK are featuring a season of invitation, recognising that for many people an ongoing series of invitations over the period harvest, remembrance and Christmas will be more effective than a stand-alone invitation.

Mr Michael Harvey, one of the UK Directors, who has been of great service to several dioceses in the past, is willing to offer training and support at minimal cost for any diocese or group of churches that wants to develop the initiative.

2. The Suffering Church

The Council continued in its intention to call the Church to give due attention to the plight of the suffering Church and to supporting persecuted believers in prayer.

During the year speakers from Christian Solidarity Worldwide (CSW) addressed the Council. They explained that while other agencies such as Open Doors focused on enabling local churches and individuals to support people in situations of suffering, CSW is more focused on advocacy at an international level.

For theological and pragmatic reasons it supports freedom of religion for all, not just Christians.

Its chief tools are research and documentation, partnership, sharing good practice, working with the media and informing supporters. It encourages churches to pray, protest, provide and proclaim.

The Council encourages parishes and individuals to make use of the resources offered by CSW.

During the year a number of articles on topical issues relating to the Suffering Church were published in the *Church of Ireland Gazette* for which we are grateful. Some positive feedback encourages the Council to continue to promote the needs of the suffering Church in this way for prayer and action.

Possible plans for the future include a one day conference followed by an evening prayer event which could be hosted by CSW.

3. Synod Mission Event

The Rt Rev Kenneth Clarke, Director of SAMS (South American Mission Society) addressed the 2013 event on the urgency of mission in Ireland today. The title of his address was “Aim Lower” and in it he called the Church to invest in ministry among younger people as a priority for the future.

The speaker this year is the Rt Rev Justin Badi, Bishop of Maridi Diocese in South Sudan. He will address the subject: ‘Through Thick and Thin’ - Partnership that works.

4. Mission and the structures of the Church

The Council has been exploring ways that those central church committees relating to mission can more effectively and imaginatively work together and is encouraged that the matter is under consideration at various levels.

It approved unanimously the following Joint Statement from the Commission on Episcopal Ministry and Structures, the Commission on Ministry, and the Church of Ireland Council for Mission:

“The bodies listed above are aware of the need for extensive co-operation as their remits are concerned with the future ministry of the Church.

This co-operation is rooted in the desire to see the structures, administration and finance of the Church shaped by a clear understanding of the Mission of the Church.

Our understanding of the Mission of the Church is based on the statement from the House of Bishops 2008, setting the aims of Growth, Unity and Service.

Our shared aspiration is to help with shaping the future ministry of the Church of Ireland, ensuring that it is contemporary, flexible and effective in the Mission of the Church.

It is our desire to pursue this shared aspiration and we are united in offering it to General Synod as a focus to our respective reports.”

5. Network Conference

The Council has planned a major Mission Conference for the 28 February – 1 March 2014. It will set out to address the question: “How do we articulate the mission of the Church of Ireland in a way that can be embraced and supported by

all?” Also in mind will be the sub-theme: “How can more traditional and newer forms of Church together enhance and strengthen the life of the church”

The Bishop of London, the Rt Rev Richard Chartres, and the President of the Methodist Church in Ireland, Rev Dr Heather Morris, will contribute and delegates from each of the dioceses, along with members of key committees and groups will be involved in the ongoing discussions.

Another feature of the Conference will be the opportunity to explore the underlying missional principles behind five varied mission projects from different parts of the Church.

The key outcomes of the Conference will be made widely available in the form of a brief report. This in turn will form the basis for a break-out session at the General Synod when members will be invited to react and to unpack the implications for the Church at central and diocesan level.

6. Statistics for Mission

The Council welcomes the implementation of the gathering of statistics for church attendance and looks forward to the analysis of the figures.

7. Remit of the Council

The Council, in reviewing its role, give consideration to key themes within the areas of global mission, local mission and communication.

GLOBAL

The Great Commission involves a challenge to the Church at large and to each individual parish to be involved in mission at both local and global levels.

We live in an increasingly global and changing world. Many more people have been involved in META trips – can we harness this for mission in Ireland?

The global should impact the local and vice versa. The commitment ought not to be just to projects but to relationships. At the same time it’s not just about those who go on such trips – they need to be the eyes into the culture so that the Church at home can learn.

A key role of the Council could be in coordinating stories of people who have served overseas.

Bishops should take a lead as the brokers of mission in the dioceses.

LOCAL

The situation of many, but not all, churches is changing with a falloff in numbers, aging congregations and weakening community links. At the same time new initiatives e.g. experimental services, church plants etc are springing up in sometimes surprising places. The definition of fringe as equalling our mission field is too limiting.

A key task is to challenge inertia and show that mission is do-able in any parish no matter how small.

COMMUNICATION

What is the core task of the Council?

- sharing information;
- releasing resources;
- helping the Church to be prophetic in the discerning of the key issues for the Church at any given time.

A priority for the Council is to improve communication about mission throughout the Church by building relationships with the dioceses and key groups.

8. Mission projects and initiatives

At each of its meetings the Council invites news of new developments in mission for prayer and promotion. Among many others in 2013 the following were noted:

- Cashel – a pop up café has been partly financed by diocesan funds;
- Derry and Raphoe Diocese – The Network project for Nigeria is on target to raise £100,000 to buy 20,000 mosquito nets and provide education to use them; over 100 young people were involved in On the Move (streetreach) in Londonderry;
- Clogher Diocese – teams from at least 5 parishes in the diocese spent time in various countries over the summer;
- Down and Dromore is planning towards Mission 2015. An appeal from the Bishop for £1 million over 10 years for church planting got off to a very good start with £65000 coming in during the Bishops’ Bible Week. The diocese supports 30 pastors in Rwanda by providing training and transport;
- The Bible Society NI has entered into partnership with Youversion to make the Bible available free in 409 languages including Irish. To date there have been over 100 million downloads;
- The Leprosy Mission NI provided funding for the refurbishment and re-equipping of Ekpene Obom Leprosy Hospital in Akwa Ibom State, Nigeria at a total cost of £200,000;
- US – celebrates 300 years of service in Ireland. The Irish auxiliary of the Society for the Propagation of the Gospel was formed in 1714 under the chairmanship of the then Bishop of Clogher. In 2013 it organised a team of 22 people to visit a farm project in the diocese of Swaziland;
- Tuam Diocese has developed a different style of church in Claremorris on a monthly basis. It is also developing a project to supply medicine for tropical diseases in Kenya;
- Connor continues to develop a strong link with Yei, South Sudan. Ms Jill Hamilton has been appointed as children’s ministry worker;
- Dublin – a Growth team has been formed and is encouraging such projects as CORE, 3 Rock and Rathmines, Holy Trinity;

Church of Ireland Council for Mission – Report 2014

- A number of dioceses have been promoting and providing training for Messy Church;
- Cork – Mark Russell (Church Army) visited the diocese and stirred things up at gatherings of the clergy, 19-35s and other lay people;
- Limerick – Almost €40k has been raised for the farm project in Swaziland which is ongoing;
- AMS – is now entitled “The Association of Mission Societies”.

RESOLUTIONS

Resolution 1:

That this Synod receives the report of the 2014 Mission Conference and affirms its effort to “articulate the mission of the Church of Ireland in a way that can be embraced and supported by all”. Furthermore, it calls on each diocese and body of the Church to note its key findings and to enact an appropriate response.

Resolution 2:

That the General Synod affirms the work of all those agencies advancing Mission at global and local level and especially commends to the prayers and support of the Church those agencies that work together as *The Association of Mission Societies (AMS)*.

Resolution 3:

That the following be elected by General Synod to the Church of Ireland Council for Mission for the forthcoming triennial period:

Ms Johanne Martin
Rev Jake Worley
Rev Ruth West
Mrs Julie Currie
Rev Simon Genoe

COMMISSION ON MINISTRY

REPORT 2014

1. Membership

House of Bishops

The Rt Rev Michael Burrows (Chair)

Standing Committee

Rev Brian Harper

General Synod - Clerical

Rev Canon Terence Scott

Very Rev Katharine Poulton

Rev Dorothy McVeigh (resigned 2013)

Pensions Board

Rev Ted Woods (resigned 2014)

General Synod – Lay

Mr Andrew McNeile (resigned 2013)

Mr Trevor Douglas

Mr Denis Johnston

The Representative Church Body

Mrs Lorna Gleasure

Venerable Leslie Stevenson

Director of the Theological Institute

Rev Dr Maurice Elliott

Honorary Secretaries

Venerable George Davison

Co-opted

Mr Greg Fromholz (resigned 2014)

Central Director of Ordinands

Venerable Robert Miller (resigned
2013)

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:

- Retirement planning for Clergy;
- Mid-career Vocation Programme for Clergy;

- Strategy for Rural Ministry/Pioneer Ministry;
- Engagement with Religious Life as lived in Community;
- Ministerial Development Review.

4. Retirement Planning for Clergy

The Commission continues to run pre-retirement courses for clergy. A course organised for the Southern Dioceses in April 2013 was postponed due to limited numbers. A Northern course is planned for spring 2014 in the Armagh City Hotel to include those who had booked for the course in April. The Commission appreciates the work undertaken by Mrs Lorna Gleasure in organising these courses.

5. Mid-career Vocation Programme for Clergy

A positive response was received to the Mid-Career training course held in the Theological Institute on 28th and 29th May 2013. The Commission is very grateful to Rev Canon Terence Scott for organising this course and would also like to acknowledge the work undertaken by Ms Ruth Handy and Very Rev Christopher Peters in the planning and delivery of this event. The Commission would like to take the opportunity to thank Rev John Blair, who is leaving the organising group on his retirement.

6. The Future of Ministry/Urban and Pioneering Ministry

A resolution was adopted at General Synod 2013 for the Commission on Ministry members, The House of Bishops and the Church of Ireland Theological Institute to explore ways forward in identifying the issue of vocation to and training for Pioneer Ministry as a priority in the ministry strategy of the Church. Representatives from the above mentioned groups have been appointed. Research visits have been undertaken and an encouraging interim report has been forwarded to the Commission and the Bishops. The text is included as *Appendix A* for information at the request of the House of Bishops, although it has at this stage only the authority of its authors. A fuller report will be brought to the General Synod in due course via the Commission on Ministry.

7. Rural Ministry

The Commission, with the assistance of Very Rev Katharine Poulton and Venerable Leslie Stevenson have undertaken to consider the future ministry needs of small rural congregations. The Commission, the Dioceses of Meath & Kildare and the Dioceses of Cashel, Ferns & Ossory joined together to invite Rev Canon Andrew Bowden, who has served as a Rural Adviser to the Diocese of Gloucester and is one of the editors of ‘Ordained Local Ministry in the Church of England’ to speak on his paper (*Appendix B*) at two events held over two days. Members of The House of Bishops attended the meeting of the Commission on

11th November 2013 at which Canon Bowden provided an insight as to how the Church of England dealt with the decline in numbers of ordained clergy in rural ministry. He attended a meeting of lay and clergy hosted by the above Dioceses in Portlaoise the following day.

8. Ministry and the Religious Life

The Commission has identified the need for exploring ways of engagement with religious communities and their shared life of prayer, with the purpose of investigating whether it would be conceivable to create an Anglican Community of retreat and prayer as another model of Church planting. In February 2014 members attended an overnight stay in the Benedictine Monastery in Rostrevor. The Commission is continuing to reflect on the significance of this experience.

9. Ministerial Development Review

At the November meeting of the Commission, Rev Jennifer McWhirter, CME Co-ordinator was invited to address her paper on Ministerial Development Review. The Commission offered its suggestions as to how such a review might be implemented and commended to the Bishops the possibility of a pilot scheme.

Acknowledgements

The Commission wishes to record its appreciation to outgoing members Rev Dorothy McVeigh, Venerable Robert Miller, Mr Andrew McNeile, Rev Ted Woods and Mr Greg Fromholz and welcomes Mr Trevor Douglas to the Commission. The Commission also extends its thanks to Mrs Sandra Massey for taking responsibility for its administrative work. Names of new members for the Commission are being sought from the General Synod and other designated nominating bodies in the coming months.

APPENDIX A

Aspirational Interim Proposal for Pioneer Ministry

Rationale

The House of Bishops and the Commission on Ministry seek to develop Pioneer Ministry within the Church of Ireland. This would entail careful and distinctive selecting, training, deploying and supporting of Pioneer Ministers (lay or ordained) who would play a part in facilitating discipleship and every member ministry within the church. Their role would encompass serving individual parishes, rural deaneries, archdeaconries and even dioceses as a whole. Among other things they would be tasked with –

- helping to develop new ideas/projects in traditional parishes;
- enabling church members to live out their faith credibly in every day life;
- envisioning fellow clergy so that they would see missiological opportunities in their own parish situation;
- establishing new communities of faith where none had previously existed or where the former one has all but disappeared;
- modeling out the creative use of media in the communication of the gospel.

Three Pathways

What follows is a proposal for the implementation of Pioneer Ministry within the Church of Ireland. Some of what is suggested is already present in embryonic form. Put at its most basic, it is the aspiration that we develop training for pioneer ministry along three separate pathways.

1. Those already involved in ordained ministry, along with some key lay leaders, should be given the opportunity to receive training in church planting and the pioneering of new communities of faith. (This is already being piloted by way of a ten-week course on Church Planting based on the Ric Thorpe/St Mellitus model). We would envisage a course delivered in different settings (ie diocesan, ecumenical, CITI).

2. At present, a forty-hour elective module on building new communities of faith is an option available to all ordinands at CITI. It is proposed that, at the next review this should become an essential element of training for all ordinands; not that all will want to become pioneers but in order that each has an understanding of what it involves.

3. Candidates who wish to specialise in Pioneer Ministry, (people with a ‘demonstrable’ track record of innovation and initiative), should be given the opportunity to participate in the three year degree course on offer at St Mellitus’, (either in London or on their Liverpool campus) or in another course, such as might be developed by the Church Army. This would provide the candidates with academic and practical training specifically geared towards Pioneer Ministry, ordained or lay. Following the St Mellitus model, they would have one day of lectures a week in the college with their placement experience being back in a parish context, (in this case, in Ireland). Seminar and practical support would be given by CITI, although the teaching and degree award would be from

within the English system. Ordination could then take place, if desired and if deemed appropriate depending on the needs of the context and the role to be undertaken. This training pathway is envisaged as an interim measure with the ultimate goal being that CITI, or CITI in conjunction with Edgehill, would provide all Pioneer training in-house.

Furthermore, we would propose a pilot scheme, running over seven years, with the Church of Ireland undertaking to sponsor the equivalent of two students per year over a five year period. Candidates would already have completed the Foundation Course. They would be sponsored by a bishop for a training parish or mission area with that parish or the diocese being responsible for the equivalent of a half stipend (including locomotory) as well as housing costs (if required) over the three-year training period.

For this pathway, it will be necessary to have someone in place to drive forward the pilot scheme. The role will include advocacy, the creation of support mechanisms and training in developing ‘team’ as Pioneer Ministry will function best in a team setting.

Taken together, these proposals would not only ensure a reservoir of ‘specialised’ Pioneer Ministers but enable all clergy, and especially those in training, to receive a real grounding in a ministry that could have tremendous benefits for the Church of Ireland, and for the Methodist Church in Ireland.

Pioneer Group

as appointed to address General Synod Resolution on Pioneer Ministry

APPENDIX B

Local Ministry

‘Local Ministry’, (LM) the term which has come to express a rebalancing of the focus of ministry within the life of the church, is also a waymark, a way of transitioning the nineteenth century clerical-professional model of ministry into a more inclusive articulation of what belongs to the people of God as whole. Local ministry is not a diminutive term: it lies behind all the strategies to ‘mobilise’ or ‘develop’ the local church.

Over twenty years advocates of Local Ministry have come to believe in the core values of LM as vitally important to the health of our Church:

- Local Ministry recognises that by baptism all are ‘ordained’ to share in the ministry of the church: and that, of its nature, ministry is ‘relational’;
- Local Ministry is about valuing the locality and empowering the local congregation;
- LM is about recognising the need for every local Christian assembly to be able if it wishes to celebrate the Eucharist weekly;
- LM is about recognising the authenticity of vocation to an ordained ministry that is local;
- LM is about a team called out by the whole congregation, not just by the incumbent;
- LM is about ‘vocation’, not about filling gaps;
- LM is about ‘recognised ministry’, not simply about discipleship;
- LM recognises the need for training and on-going support for OLMs and Teams;
- LM is about stipendiary clergy being ready to take a companion-leadership role;
- LM is there to facilitate a ‘healthy church’; it is there to create the ‘energy for growth’;
- LM is about encouraging mission to and within society.

While it is true that some of these values have been recognised and adopted by the wider church, others have not. They are values that are too important to lose. They remain the corner-stone of a vision for the future that is theologically and practically valid.

Ordained Local Ministry – an introduction

The Episcopal Churches in USA, New Zealand and England have been experimenting with Ordained Local Ministry (OLM) and Local Ministry (LM) for over 20 years. In each country, in each diocese, the understanding of them varies; but in each area, even when ‘official’ schemes have been abandoned, the core values of OLM and LM have begun to creep into the bloodstream of the church. As a result, today almost every Anglican everywhere agrees that ministry needs to be locally anchored and lay-clergy collaborative. As a result of the OLM/LM experiment things have changed, and we

should not under-estimate the cultural shift that has already taken place – and the upset this has often caused!

No one wants to change unless they are uncomfortable where they are; and it is doubtful whether any of these experiments would have happened had it not been for a whole raft of practical ‘dis-comforts’ facing the Episcopal Churches.

Practical Pressure

You know the problems as well as I do. The growth of agnostic secularism since 1700. The growth of the secular social services since 1945 which have steadily elbowed the churches out of the pastoral role they had traditionally exercised. The emergence in England of a multi-cultural multi-faith society which challenges the inherited assumption that Christianity has a monopoly of ‘truth’ – (let alone that the Church of England should be the ‘established’ church of the land). The breakdown since the 1960’s of respect for authority figures or for the authority of historical institutions. All this, besides the computer-information revolution that empowers youth and disables the wisdom of age. Increasingly the churches seem stranded on the beach of history along with the dinosaurs!

And the result of all this for us in England is that fewer young people are offering for ordination as a career. Further, that the less the churches are seen as naturally respected cogs in the wheels of a shared culture, the more difficult it becomes to raise money to pay for stipendiary clergy – and to finance their pensions. And

this pincer pressure of fewer career stipendiary clergy and near bankruptcy means that the delivery of ministry has had to change.

The parish system and the parish clergy were still in 1960 (when I went to theological college) the pride of the Church of England. Our boast was that every person in the land lived in a local place with its local place of worship, cared for pastorally by a resident paid professional clergyman. That now seems as far away as Barchester! My grandfather was Rector of Ditchat in Somerset with a total population of 250 souls. When told that he must also take on the care of Allerford – total population 50 with its own tin tabernacle – he nearly had a nervous breakdown. Today, our local lady vicar is responsible for thirteen settlements with nine churches; and that is quite normal in the rural areas of Gloucester Diocese. More perhaps a ‘revolution’ than a ‘change’.

I would not of course presume to comment on the Irish context. History and culture will mean it’s all very different for you. But I guess you wouldn’t have asked me to come unless you too had your problems.

Theological Pressures

OLM is not just a response to the practical need for retrenchment; it is also a response to newly recovered theological insights about ministry. Theologians from Moberley on have underlined the importance of the ‘laos’ of God – who are ordained at baptism to minister – who are called by God to minister – who together with the priest celebrate the sacraments – who together nominate and present individuals for priestly ordination – who are gifted by the Holy Spirit with a variety of ‘charisms’, the most important of which is *agape* – who share with ordained priests the responsibility for mission and evangelism, for the *eschaton* is near and the labourers are few.

As both the WCC Lima Text (1982) and the early ARCIC 1 (1982) documents underline, a theology of ministry for today can no longer speak just about the clergy; it has to do justice to ‘all-member-ministry’ – the ministry of all the baptised.

Further, if God himself not only authorises ministry but also models it, ‘godlike ministry’ must be both relational and collaborative. It is difficult to over-emphasise the exhilaration many of us felt on first reading Robin Greenwood’s book ‘Transforming Priesthood’ which showed that this must be so: for the Holy Trinity is in essence relational and collaborative. This truth is there for all to see in the New Testament and in the Fathers: but it had somehow escaped our notice for a millennium or so. What we all knew by experience was that the ‘lone ranger ministry’ was either short-lived – a shooting star – or plain unhelpful, because it de-valued the ministry of others. Ministry that worked and endured was always relational and collaborative (John Wesley); and now Greenwood offered the theological under-pinning of what we already ‘perceived’ but did not ‘know’.

God then is calling his Church to exercise a ministry by all the baptised which is both relational and collaborative. He is also calling us to continue to value ‘localness’. The term local is of course a slippery one: but the key thing for us is to recognise that “my local place moulds and defines who I am and how I think and operate; it is the centre of my universe”. As it was for Jesus - who came from Nazareth and who (presumably) spoke with a Nazarene accent which the Jerusalem townsfolk could immediately identify.

Theologically the importance of the local place is enshrined in the belief that ‘where two or three are gathered together’, wherever there as an altar surrounded by the faithful, there is God the Holy Trinity, there is the Church in all its fullness. The value of the local place was under-pinned by the traditional Anglican parish system – one place, one church, one resident parson. But no longer: and what we call the multi-parish-benefice, good though it is in some ways, has tended to undermine our concentration on the truth that nurturing local people in their local place is an essential element in God’s will for His Church.

There is one other aspect of the theology of ‘local’. According to the letters of St. Paul, each local church used to meet each week to remember the death and resurrection of Jesus and ‘to break bread’. It would be unthinkable for them not to break bread together. They didn’t wait for the vicar to drop in once a month, they just did it. Somehow over the centuries we have allowed our theology of ministry to let the clerical tail wag the dog. This cannot be what He intends; and OLM is one way to put matters right.

The OLM/LM experiment

It is out of this ferment of practical pressures and recovered theological insights that OLM/LM has emerged. Of course OLM can just be used to paper over the cracks – but that is not what it is designed for. It can be used as an easy fix for a disintegrating parish system – a local clergyperson in each parish again, but now unpaid – and everyone will be happy again. Well perhaps; but I doubt if that is what God wants.

In a memorable sentence Francis Dewar said that “while all are called to ministry, not all are called to be collared”. In other words ‘vocation’ is for all, not just for the clergy. There are an infinite variety of callings, and even the ‘collared’ are not all called to the same ministry. Some are gifted pastors, some gifted teachers: some are called to work in schools, some in hospitals. Crucially for our thinking about ministry, some are called to a peripatetic (one might call it Pauline-style ministry), moving on every so often to pastures new; while for others their vocation is to minister in their special local place, if God wills, forever. This is the vocation of the true OLM, - to what the mediaeval Benedictines called ‘stabilities’: and it is an authentic vocation under God to a first class priesthood. It is similar to the call of the Orthodox village priest; and in practice it has been the call of many Anglican priests over the centuries. My grandfather was born in Ditcheat, and after serving his time at Trinity College, Dublin he returned to Ditcheat to serve there for the rest of his life – the successor incidentally of his ancestors who had been Rectors there, father and son, for 265 years!

Of course, in our modern mobile world, even someone with a sincere vocation to OLM may well develop and respond to other callings; but initially theirs is a vocation that derives from the local congregation, is tested by the local congregation, and has great benefits for the local congregation. The OLM is a priest who KNOW’S the place and the people in a way a peripatetic priest can never do. It is also usually true that, because they live locally and know local people as neighbours, OLM’s are meshed into local networks in which they have to be team players. Almost without thinking about it they take it for granted that lay people play a valued part in Christ’s ministry in the local area. Team work comes naturally to them.

When preparing the ‘Stranger in the Wings’ report we commissioned an in-depth survey of every OLM then in licensed ministry. 60% of them said that their vocation was

sparked by suggestions from their local congregations – a remarkable figure that clearly marked them off from their stipendiary colleagues. In fact the survey underlined a whole range of differences and allowed us to draw up a diagram of ‘the marks of OLM’.

As you can see there is a clear distinction between the OLM and the NSM and the Reader in that they are always to be part of a Local Ministry Team made up of lay people who have themselves been nominated by the congregation. Thus OLM, as it were, spearheads officially ‘all member ministry’ in the parish. The OLM then is one who truly bridges the gap between clergy and laity.

By contrast, the stipendiary exercises, and will increasingly be called on to exercise, an ‘episcopal’ role. Christopher Donaldson telling described them as ‘bishops-in-little’: and Stephen Croft’s important book ‘Ministry in three Dimensions’ fleshes out the concept.

So what is envisaged is what can already be seen operating in, for instance, the Diocese of North Michigan in USA, a small number of Paul-style stipendiaries whose role is to support, to teach, to identify vocations and to authorise a much larger group of locally resident OLM’s. The OLM’s are themselves meshed into locally constituted congregational teams; and the role of the teams is to empower all members of the congregation for their varied ministries in the church and in the world.

While this means that the rural stipendiary can no longer follow a vocation to be a mini George Herbert in a congenial local patch, theirs is nevertheless an exciting, challenging, cutting edge role. It can also be difficult, not least because there are inherent dangers in localism and in the local priesthood.

Most OLM’s are older, many are retired. Inevitably this influences their style, and their ability to relate to younger people. While some will be highly trained professionals, others will have left school young and will not be born leaders or teachers; nevertheless they are the natural ‘holy ones’ of the congregation and the appropriate people to ‘celebrate the mysteries’. If the OLM was born and bred locally, and if their vocation has been recognised and nurtured locally they are likely to be pretty satisfied with the status quo; – but the status quo may be exactly what is excluding those on the fringes of church membership. Further, if because of their lifestyle they belong to one network or one family grouping in the village, this may make it difficult for them to minister to or work with those who belong to different networks. There is always the danger that an OLM may seek to become a vicar-in-little in HIS patch, and in so doing becomes ‘the one who keeps the church open and everyone else away’. And this is why OLM’s must be tied into a local lay team which can help to protect them (and the parish) from this terrible fate!

It is the responsibility of the stipendiary priest – the bishop-in-little - to cope with all this. To recognise and encourage the natural gifts and insights of the OLM, while ensuring

they are harnessed to a collaborative future rather than to the nostalgic past. And if the OLM is old and the stipendiary is young, that will require leadership abilities of a high order.

The Role of the Diocese

For this challenging role the stipendiary will need serious training, advice and support from the diocese. In fact the whole experiment will depend on enthusiastic support from the centre. Sadly, the experience of every diocese that has taken on OLM/LM is that, unless the Bishop and his staff are fully on board – (and the new bishop and new members of staff when they come are fully on board) –OLM/LM is unlikely to ‘change the culture’.

We have found it useful to use the list of ‘Core Values of LM’ on page 161-162 of ‘OLM in the Church of England’ as a check list. (*See diagram 2*). I am sure you would find that you are encouraging most of them already, and that others are just not appropriate for Ireland. But when you have created a list that seems ‘do-able’ it gives a map to work from. It will take a decade or two to arrive at the New Jerusalem, but at least the process can begin!

It will probably involve you in a major re-training programme from top to bottom; the re-training of clergy and readers to understand the rationale behind OLM/LM; and the envisioning of OLM candidates about their particular vocation and role. (One of the saddest parts of ‘OLM in the Church of England’ are the short interviews of a number of serving OLM’s. All the stories show how their original vocation has been broken and even destroyed by stipendiaries and diocesan authorities who have just not understood the particularity and validity of the vocation to ‘local priesthood’).

What we found in England was that this training needed to be unashamedly theological, and clearly focussed on the vocation of all to ministry of one sort or another. Only when people had grasped this was it worth moving on to practical training for specific (church) ministries – pastoral, children’s work, liturgy, teaching, leadership in a collaborative situation etc.

Then of course the laity, the parishes, need to be convinced/envisioned. In England we have found that many lay people immediately see the point and want to get going at once: but it does all depend on the clergyperson – and on the clergyperson who comes after the one who started the process has gone. It always involves a lot of patient teaching time bringing local horses to the trough and persuading them to drink and even when they have got launched into the process, they will probably need a lot of TLC, encouragement and further training – for they are after all travelling a new path, not a well trodden road. We have found that what these ‘new recruits’ nearly always need is learning how to work

as a team, learning what collaborative ministry is really all about. It pays handsome dividends, but collaborative working is no easier in a parish than it is in a family!

So, to use an analogy from Pilgrim's Progress, what I am suggesting is that any diocese who starts an OLN scheme has to be prepared for the challenge of the Hill Difficulty. But if the alternative is the Slough of Despond...? What I can promise you is that the process does lead to a Wicket Gate. It is a vision for ministry in the 21st century that takes lay people seriously, and offers career clergy a role that is challenging and worthwhile.

Local Ministry

'Local Ministry', the term which has come to express a rebalancing of the focus of ministry within the life of the church, is also a waymark, a way of transitioning the nineteenth century clerical-professional model of ministry into a more inclusive articulation of what belongs to the people of God as whole. Local ministry is not a diminutive term: it lies behind all the strategies to 'mobilise' or 'develop' the local church.

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COMMISSION ON EPISCOPAL MINISTRY AND STRUCTURES

REPORT TO GENERAL SYNOD 2014

Preface: Joint Statement from Council for Mission, Commission on Ministry and Commission on Episcopal Ministry and Structures

The Commission asks that this Report be read in the context of the Joint Statement on page 361 of the Book of Reports.

Membership

1. In accordance with the Resolution passed by the General Synod in 2012, the membership of the Commission on Episcopal Ministry and Structures is as follows:
 - Three members of the House of Bishops: Rt Revd Michael Burrows, Rt Revd Harold Miller and Rt Revd Trevor Williams;
 - Two Honorary Secretaries: Ven Robin Bantry White (retired 1 March 2014) and Mrs Ethne Harkness;
 - Mrs June Butler;
 - Rev Andrew Forster;
 - Ven Gary Hastings;
 - Mrs Hilary McClay;
 - Mr Andrew McNeile;
 - Very Revd Sandra Pragnell (until resignation in January 2014);
 - Very Revd Victor Stacey;
 - Mr Roy Totten;
 - A representative of the Methodist Church in Ireland: Revd Donald Ker (non-voting member);
 - A representative of the Roman Catholic Church: Most Revd Donal Murray (non-voting member).
2. At the first meeting of the Commission, Mrs Ethne Harkness was elected Chairman.
3. At the time of writing, the vacancies left by the retirement of Ven Robin Bantry White and the resignation of Very Revd Sandra Pragnell have not been filled. The Commission has not exercised its power to co-opt additional members.

Summary

4. The Commission on Episcopal Ministry and Structures was established by the General Synod in 2012 to prepare proposals on the provision of episcopal ministry and structures adequate for the needs, and compatible with the resources, of the Church of Ireland. The Commission was directed to report to the General Synod with its conclusions and recommendations on appropriate future arrangements not later than the 2014 meeting. At that point, the 2012 Statute provides that the General Synod may re-appoint, reconstitute or dissolve the Commission as it shall think fit.
5. Although the Commission has worked diligently over the past two years, it has not proved possible or indeed desirable to complete the task set in the timescale allowed. This Report does not contain recommendations on all aspects of the Commission's remit, as was originally envisaged. Instead, it sets out for consideration by the General Synod our statement of *Vision and Principles for Episcopal Ministry and Structures*, which will serve as the foundation upon which to build more detailed specific proposals across the range of issues.
6. In addition, the Report indicates how our thoughts have progressed so far on the role and functions of bishops and on arrangements for the election of bishops and more detailed recommendations and a resolution in relation to initial training and continuing ministerial development for bishops. The Report also includes proposals for a consultation process to be conducted through diocesan synods later this year, if the General Synod votes to extend the life of the Commission. The Commission believes that listening to the views of members of the General Synod and diocesan synods should significantly inform final recommendations and the eventual outcome is more likely to find wide acceptance after such honest and respectful dialogue.
7. Accordingly, the Commission seeks an extension of its time limit for a further two years, with the same terms of reference as the Statute of 2012 granted, and a Bill will be submitted to that effect.

Learning from General Synod 2013

8. In Armagh in 2013, Standing Orders were suspended to enable the Commission to organize small group discussions on a number of aspects of its remit. Some 420 members took part enthusiastically and constructively

and a summary of their responses was sent to each member and published on the General Synod website. While appreciating that this was not a formal statement of the views of Synod, the Commission continues to refer to those response forms in deliberations. Comments made there are useful for the ideas offered to us but also in showing how important episcopacy is for both clergy and laity – and especially the leadership of bishops.

9. The experience of having that break-out session also made it clear to the Commission that effective communication and broad consultation are essential before reaching conclusions or making recommendations for change. In turn, that realization is one factor in the decision that it would be premature to present final proposals in 2014.
10. Noting the level of interest in these issues, the Commission has added materials to the General Synod website, including papers from previous bodies working in this area. The Commission email address (cems@ireland.anglican.org) remains available as a means of contact.

Vision and Principles for Episcopal Ministry and Structures

11. Appendix B to this Report sets out in full the *Vision and Principles*: the overall expression of *Vision* is supplemented (but not displaced) by a series of *Principles* upon which proposals on specific issues will be based. In submitting this statement of *Vision and Principles* to the General Synod for consideration and comment, the Commission commends it to members as an appropriate approach to inform subsequent detailed recommendations, legislation and implementation. It may be noted that the Commission discussed it at a meeting with the Archbishops and Bishops and it received a favourable response.
12. The *Vision* of the Commission is: “To provide an episcopacy that will allow the Church of Ireland to fulfil its mission in the 21st century:-
 - by enabling bishops to lead the church – clergy and laity – in living the Christian life, furthering the mission of the church and hastening the Kingdom of God;
 - by learning from our history, the experience of other churches and the expertise of leaders and directors in other roles and adapting those lessons to benefit episcopal ministry;
 - by providing episcopal structures that are authoritative, accountable, supportive and encouraging, and flexible enough to meet present needs

- and provide for evolution in our understanding of ministry and mission;
and
 - by valuing the richness of our inheritance as a national and Anglican church and at the same time recognizing current realities in our ecumenical, political, cultural, social and economic life.”
13. The Commission is mindful of two priorities: firstly, the requirement in the 2012 Statute that the mission of the Church should be the focus of its work, and secondly, the emphasis placed by General Synod members taking part in the break-out session last year on episcopal leadership. Here in the Commission’s *Vision* those two elements come together: mission and leadership.
14. Having established firmly that the ministry comes before the structures, there is much work for the Commission to do in relation to administrative arrangements to support the episcopacy and enable Archbishops and Bishops to carry out all the roles and responsibilities entrusted to them. All these issues are to be considered in the context of the inheritance of the Church of Ireland, its theology, missiology and ecclesiology, while also looking to present realities and future needs.

Role of the Bishop and Models of Episcopacy

15. Moving from the statement of *Vision* to *Principles* underlying specific recommendations, an issue the Commission was asked to consider early in its work concerns the Role of the Bishop and Models of Episcopacy, with a particular interest in the scope for a bishop to carry out other ecclesiastical roles. The relevant *Principles* are set out in the following paragraph.
16. “Bishops, clergy and laity may expect an articulation of the role of bishop:-
- where the core elements are agreed and reflect clearly scriptural insights, the words of the Ordinal and other foundational Anglican documents;
 - where there may be additional responsibilities to be discharged by the bishop personally or under his or her direction;
 - where the full range of gifts, skills and characteristics found in those called to ordained ministry are welcomed and used in episcopal ministry for the mission of the church;
 - where opportunities for collaborative ministry are promoted;

- where there is flexibility to adopt arrangements that combine episcopal ministry with other ecclesiastical roles or envisage movement from full-time episcopal ministry to other roles in the church; and
 - where it is recognized that significant resources (people, finance and facilities) are required to support episcopal ministry, especially if bishops are to be released from some administrative and management functions.”
17. In relation to the role and functions of bishops, the primary sources studied by the Commission were the Ordinal, the Canons and the Constitution of the Church of Ireland. We were further guided by discussion papers from the Bishops who are members of the Commission: these papers helped our deliberations around *The history of episcopacy in the Irish church and the challenges facing us*, *The Biblical theology and the origins of episcopacy* and *Notes on Anglican Ecclesiology*. The Bishop of Cork, Cloyne and Ross kindly shared with us some work of his on *The Law of Ecclesiastical Persons: Bishops*. We examined other documents as well: for example, the 1970 Report of a sub-committee established by a resolution of the General Synod in 1969 “to investigate the essential nature of the office and work of a bishop,” published in the Journal of the General Synod 1970, and the Reports of other Commissions of the General Synod. In addition, we conducted interviews with serving and former bishops and archbishops of the Church of Ireland.
18. We are grateful to all who assisted in our work in this area, but the views expressed below were developed through a series of discussions and should not be attributed to any one of those persons.
19. There is a wide measure of agreement throughout the Church of Ireland - and indeed the Anglican Communion - as regards the core elements of a bishop’s role. For the Church of Ireland, in Service Two for the Ordination or Consecration of a Bishop, heavy responsibilities are set out, including leading in serving and caring for the people of God and working with them in the oversight of the church, watching over and praying for those committed to their charge, teaching, worshipping, studying, ordaining, enabling, guiding, baptizing, confirming, presiding at Holy Communion, caring for the sick, the outcast and the needy and declaring the forgiveness of sins. There is also reference to a special responsibility shared with fellow bishops, as chief pastors, 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.

20. Here is the traditional, theological exposition of the bishop’s role, both in relation to his or her own diocesan ministry and also in a collective or collegial setting. In this, there are many responsibilities, but it is an incomplete picture. The reality is more of an amalgam, less coherent, messier, because the bishop has to accommodate all the modern, practical features of diocesan and central church life: management of people, finances, property and administrative systems, employment issues and disputes, parish conflicts, compliance with legal and quasi-legal requirements, communications, media and public engagements, membership or chairmanship of committees, ecumenical relationships, national and international affairs and, in the Republic of Ireland, patronage of schools.
21. The Commission does not intend to define the role of bishops, much less draft a job description for them. The underlying principle for the Commission is that the core elements, reflecting the Ordinal and other foundational Anglican documents, are agreed and appropriate arrangements are made for the discharge of additional responsibilities. Each bishop must be free to use his or her individual gifts to best effect in episcopal ministry. From that starting point, the structures put in place ought to facilitate the ministry, including collaborative ministry.
22. Having said that, this Commission is not the first to ask if the present accumulation of administrative tasks takes bishops away from what should be their primary roles, as laid down in the Ordinal, nor the first to conclude that the answer is “yes”. Episcopal ministry has become overloaded with extraneous functions that must be carried out but not necessarily by bishops. If not bishops, then someone else has to do that work, do it competently and probably be paid for doing it. There are resource implications to be faced.
23. In some cases, it may be that tasks can be delegated to Archdeacons or other diocesan clergy reporting to the bishop or allocated to diocesan staff working under the supervision of diocesan secretary. In other situations, it may be that specified functions should be dealt with elsewhere or outsourced. The Commission suggests as possibilities for further consideration the areas of employment and human resources provision and management, education and school patronage, and some aspects of legal and procedural compliance. It may be that engaging professional expertise in these areas would relieve bishops from the need to master technical detail, lessen the burden on them, improve effectiveness in administration and open the way for some savings through sharing systems.

24. The Commission believes that the time has come to take concerns about the capacity and the workload of bishops seriously and investigate options for change from the current approach of leaving so much to the bishop. If the General Synod decides to extend the lifespan of the Commission, then these are issues to be explored more fully in consultation with dioceses and central church bodies.
25. One aspect of the role of bishops to which the General Synod drew attention in the 2012 statute is the possibility of bishops undertaking other ecclesiastical roles alongside their episcopal duties. In principle, the Commission supports this approach where there is scope to do so - for example, where time is made available through arrangements for delegation or transfer of some responsibilities - but the full implications have not yet been examined so the Commission is not in a position to make comprehensive recommendations. The Commission is also considering a model of episcopacy that envisages movement from full-time episcopal ministry to other roles in the church should a bishop feel called to serve in another capacity before retirement, but no conclusion has been reached on that.

The Episcopal Appointment Process

26. An area of concern - indeed, one that has generated some adverse publicity outside the Church – is the selection of bishops and the role of electoral colleges. This was another area to which the Commission was asked to give early attention in the 2012 Statute. The break-out session in 2013 showed that there is a significant level of dissatisfaction amongst General Synod members with the current process. The *Principles* adopted to guide future specific recommendations are set out below.
27. “The process for the appointment or election of bishops should have the following features:
 - it is a process of discernment, grounded in prayer and led by the Holy Spirit;
 - it achieves an agreed balance between the voice of the diocese and the voice of the wider church in the composition of electoral colleges;
 - it facilitates the election of the best person for the role;
 - it uses a common framework for objective and clear identification of the needs of the vacant diocese and the wider church;

Commission on Episcopal Ministry and Structures – Report 2014

- it allows proper consideration and scrutiny of the gifts, skills, experiences, qualities and character of the persons involved in the context of those identified needs;
 - it respects the dignity of those being considered; and
 - it meets modern, accepted standards of good practice.”
28. This emphasises from the outset that this is a process of discernment, grounded in prayer and led by the Holy Spirit. It is not a matter of matching job descriptions with the CVs of applicants. At the same time, this process provides the episcopal leadership of the church and it has to be focused on and fit for that purpose.
29. The Commission has undertaken extensive research on appointment processes, including examining models in other parts of the Anglican Communion in these islands and considering various options. The issues may be examined under a number of separate but inter-related headings:
- Identification of the needs of the Diocese. *How can this be undertaken effectively? Should there be a formal, common process?*
 - Procedure in the electoral college. *How can the process be conducted so as to provide members of the college with sufficient information to make an informed decision while preserving the solemnity of the proceedings and the dignity of those being considered?*
 - Composition of electoral colleges. *What is the appropriate balance of clergy and laity and those from within and outside the diocese? How is the perspective of the wider church to be accommodated?*
30. The Commission believes that it is too early to make specific recommendations on the episcopal appointment process, in part because some aspects will inevitably be influenced by decisions in other areas of the Commission’s work. However, some points may be made at this stage.
31. At present, most dioceses conduct an informal assessment of the diocesan needs before the meeting of the electoral college. The view of the Commission is that dioceses deserve a more formal, structured, objective and inclusive analysis of their needs and some arrangement should be made to provide this in all cases.
32. It appears that members of electoral colleges can sometimes find themselves required to choose between individuals about whom they know very little. The Commission believes that all those participating should be well-

informed about the background, qualities and perspective of persons being considered for the role of bishop. Further, some engagement with the persons involved should be facilitated where possible.

33. Throughout this process, it is important to protect the privacy and dignity of the persons being considered. In this regard, the Commission believes that the role of the House of Bishops, and in particular its timing, should be reconsidered. At present the House of Bishops must be satisfied of the fitness of the person chosen by the electoral college and then take the necessary steps to give effect to the election but that all takes place after a public statement naming that person is released. It may be preferable that no announcement is made until after all steps in the internal process are completed.
34. Subject to General Synod decisions, the Commission will invite comments on these issues over the next few months as part of its consultation process.

Training and Ministerial Development for Bishops

35. The Commission has carried out a major piece of work on arrangements for training and development needs and opportunities for those called to episcopal ministry and a motion in relation to that will be brought to the General Synod. This matter has been discussed in meetings with members of the House of Bishops and they have indicated their support for the proposals. The relevant set of *Principles* is set out below.
36. “In order to equip bishops for their ministry, arrangements for induction and in-post training and development should:
 - assist persons appointed as bishops in their transition into the role and the requirements of episcopal ministry, tailored to the specific context of the relevant diocese,
 - enable bishops to embrace and model the Continuous Life Long Learning approach that is at the heart of the Diaconal and Presbyteral model;
 - encourage approaches to accountability and leadership that can be modeled and deployed to clergy for the enrichment of ministry and mission; and
 - facilitate participation in the variety, depth and professionalism of episcopal equipping resources available in the Anglican Communion and elsewhere.”

37. Building upon these *Principles*, the Commission recommends that the Church of Ireland should introduce a structured programme of training and development for bishops. This should include both induction training and continuing development, with a process of ministerial review to facilitate self-evaluation and accountability. We welcome the steps the archbishops and bishops have already taken and we believe they would support these further recommendations.
38. Induction training is needed to assist a person new to episcopal ministry through the transition to a different role in the church, in that person's own interests and also, where relevant, to support his or her family in managing a significant change in domestic circumstances. For its part, a diocese in welcoming a new bishop and family needs to give time and space for adaptation to change. The demands faced by bishops are different from other ministry and each new bishop will have individual priorities, stresses and challenges in fulfilling the declarations made at the Ordination or Consecration Service: fully embracing the role, leadership, liturgy, disciplinary responsibilities, local history and environment, media, personal management, public representation, school patronage, staff management, financial pressures, administration, legal, procedural and compliance issues, cathedrals and buildings, personal, family and domestic upheaval.
39. A process of induction training should be tailored to fit the person, the diocese and the Church of Ireland. It may involve some elements delivered on appointment, perhaps before or just after taking up the role, and others later when the person has had time to reflect and identify particular needs. It may be that a mentoring process could be part of this induction training.
40. Furthermore, continuing ministerial development ought to be a feature of all ministry in the Church of Ireland. The Commission believes that if the Continuous Life Long Learning approach embedded in Diaconal and Presbyteral training is to be nourished throughout ministry, then episcopal commitment to that approach must be demonstrated. This would have a wide, positive impact elsewhere in the church. For similar reasons, adoption of a scheme of ministerial review for bishops, with acceptance of feedback and accountability, would give encouragement and credibility to efforts to introduce such an ethos in other aspects of ministry.
41. The Commission has investigated the extensive range of materials and courses available in the Church of England for induction training and continuing ministerial development. The Church of England has been

generous in responding to inquiries and welcoming Church of Ireland participation in its programmes. The Commission recommends that we take these opportunities, and others made available to us, adapted where necessary to the local context. There are financial implications to be managed in due course, but the Commission urges Archbishops and Bishops to build on their work to date and explore suitable arrangements for the implementation of a systematic programme of training, development and ministerial review as soon as possible. A resolution on this will be put to the General Synod.

Extension of time for the Commission to complete its work

42. The Commission on Episcopal Ministry and Structures was established by Statute of the General Synod 2012. Section 2 of the Statute provided for the appointment of members of the Commission by Resolution, those members to hold office until the termination of the ordinary meeting of the General Synod in 2014. It also stated that at that point the General Synod may re-appoint, reconstitute or dissolve the Commission as it thinks fit. In the Schedule to the Statute, it is further provided that the Commission is to report to the General Synod not later than May 2014, with conclusions and recommendations on appropriate future arrangements for episcopal ministry and structures.
43. A Bill seeking an extension of time for the Commission is before the General Synod in 2014. The Bill provides for the Commission to continue its work, with the same terms of reference as at present, and subject to the same conditions. In particular, three of those conditions may be mentioned here: the obligation on the Commission to include details of funding requirements of proposals, the direction to seek relevant information from dioceses and other sources, including statistical data, to provide a satisfactory evidential basis for recommendations, and the provision that “For the purposes of the final scheme presented to the General Synod, as provided by this Statute, there shall be vested in the General Synod as regards all dioceses affected by the scheme, all the powers and functions of the respective diocesan synods concerned under section 31 of Chapter 1 of the Constitution.”
44. The scale of the task given to the Commission appeared immense in 2012 and, despite the best efforts of members and central church staff, it has indeed proved impossible to complete the work properly in the time given. Recommendations must be based on solid evidence but it takes time to collect and validate the necessary information. For example, statistical data coming from the census forms circulated in November 2013 will not be

available until mid-2014. Similarly, getting reliable financial costings involves work not just for the Commission but for staff in Church House and diocesan offices. When a final scheme is presented to the General Synod in due course, it will want to be satisfied that voices in the dioceses have been heard before it exercises decision-making powers. Effective consultation with interested parties cannot be rushed: it is a two-way process, with coming and going, listening and explaining, discussing and evaluating, modifying and affirming proposals. Sensitivity, patience and prayerful reflection are needed.

45. The Commission believes that these are compelling reasons for asking the General Synod to extend its life for another two years. With that time and space, the Commission will be able to continue working towards presentation of a more comprehensive package of recommendations in 2015 and 2016.

Beyond General Synod 2014

46. This report shows the broad strategic planning work done by the Commission, but the picture is incomplete. With the support of the General Synod, the *Vision and Principles* paper will equip the Commission to examine practical implications and realities. The information from the census exercise will give an evidence base for recommendations. The process of consultation that has been central to our approach will continue and views will be heard from across the church on mission and growth opportunities, priorities and difficulties, to add to the material already gathered. The next major step in consultation will be engagement with diocesan synods in this calendar year. We have already written to diocesan bishops and honorary secretaries asking if these visits can be accommodated, and the response to date has been welcoming, subject of course to the agreement of the General Synod.
47. The preface to this report refers to co-operation with two groups in particular: the Council for Mission and the Commission on Ministry. We three have come together in attaching a joint statement to our General Synod reports in order to remind ourselves and others why we are doing what we do, not in isolation from each other but all playing our part in furthering the mission of the church. We commit ourselves to acting on our shared responsibility, by working together and learning from our partners whose remits impact on ours.

48. If the General Synod passes legislation extending the period of office for the Commission on Episcopal Ministry and Structures, as we hope, the next stage will be a further interim report in 2015 and in 2016 a final report, with draft legislation, an analysis of knock-on effects of the proposed changes which may require further consideration and an implementation plan to bring the agreed legislative provisions into operation in whatever timescale is appropriate.

Concluding Comments

49. Members of the Commission appreciate the helpful and constructive guidance given to us by the General Synod in 2013, particularly on the significance of the leadership role of bishops in the Church of Ireland, and also the insights offered in our meetings with the House of Bishops, retired bishops, members of the RCB Executive Committee, staff of the Church of Ireland Theological Institute and other interested groups and individuals. We still face significant challenges in determining how we best meet the present and future needs of the church in this generation, with its current financial and societal constraints. We have no illusions about how much work is to be done. We remain confident, however, that the way forward will be found to provide effective and missional episcopal leadership for the Church of Ireland into the future.

APPENDIX A

Resolution to be proposed at the General Synod 2014

That the General Synod respectfully requests that the House of Bishops progress work towards the introduction of arrangements for a systematic programme of induction and in post training, development and ministerial review for the Archbishops and Bishops.

APPENDIX B

COMMISSION ON EPISCOPAL MINISTRY AND STRUCTURES

VISION AND PRINCIPLES FOR EPISCOPAL MINISTRY AND STRUCTURES

VISION

To provide an episcopacy that will allow the Church of Ireland to fulfil its mission in the 21st century:-

- by enabling bishops to lead the Church – clergy and laity – in living the Christian life, furthering the mission of the Church and hastening the Kingdom of God;
- by learning from our history, the experience of other Churches and the expertise of leaders and directors in other roles and adapting those lessons to benefit episcopal ministry;
- by providing episcopal structures that are authoritative, accountable, supportive and encouraging, and flexible enough to meet present needs and provide for evolution in our understanding of ministry and mission; and
- by valuing the richness of our inheritance as a national and Anglican church and at the same time recognizing current realities in our ecumenical, political, cultural, social and economic life.

PRINCIPLES: ROLE OF THE BISHOP AND MODELS OF EPISCOPACY

Bishops, clergy and laity may expect an articulation of the role of the bishop:-

- where the core elements are agreed and reflect clearly the words of the Ordinal and other foundational Anglican documents;
- where there may be additional responsibilities to be discharged by the bishop personally or under his or her direction;
- where the full range of gifts, skills and characteristics found in those called to ordained ministry are welcomed and used in episcopal ministry for the mission of the Church;
- where opportunities for collaborative ministry are promoted;
- where there is flexibility to adopt arrangements that combine episcopal ministry with other ecclesiastical roles or envisage movement from full-time episcopal ministry to other roles in the church; and
- where it is recognised that significant resources (people, finance and facilities) are required to support episcopal ministry, especially if bishops are to be released from some administrative and management functions.

PRINCIPLES: THE EPISCOPAL APPOINTMENT PROCESS

The process for appointment or election of bishops should have the following features:-

- it is a process of discernment, grounded in prayer and led by the Holy Spirit;
- it achieves an agreed balance between the voice of the diocese and the voice of the wider church in the composition of electoral colleges;
- it facilitates the election of the best person for the role;
- it uses a common framework for objective and clear identification of the needs of the vacant diocese and the wider church;
- it allows proper consideration and scrutiny of the gifts, skills, experiences, qualities and character of the persons involved, in the context of those identified needs;
- it respects the dignity of those being considered; and
- it meets modern, accepted standards of good practice.

PRINCIPLES: TRAINING AND MINISTERIAL DEVELOPMENT FOR BISHOPS

In order to equip bishops for their ministry, arrangements for induction and in-post training and development should:-

- assist persons appointed as bishops in their transition into the role and the requirements of episcopal ministry, tailored to the specific context of the relevant diocese;
- enable bishops to embrace and model the Continuous Life Long Learning approach that is at the heart of the Diaconal and Presbyteral model;
- encourage approaches to accountability and leadership that can be modeled and deployed to clergy for the enrichment of ministry and mission; and
- facilitate participation in the variety, depth and professionalism of episcopal equipping resources available in the Anglican Communion and elsewhere.

PRINCIPLES: DIOCESES

Arrangements in relation to diocesan structures and geographical boundaries should:-

- provide flexibility for future shapes of mission and ministry;
- recognize that different structures may be appropriate for different places;
- acknowledge that a range of gifts, skills, expertise and experience and significant commitment of time and energy are required to support the worshipping and functioning life of a diocese;
- aim towards providing appropriate representation for each diocese in decision-making by central church bodies;
- give due regard to historic diocesan identities and their ecumenical significance;

- reflect established, cohesive communities and current centres of worship, mission and population;
- address the implications of a multiplicity of cathedrals;
- present an overall sustainable financial model, taking account of reasonable calls on parishioners, dioceses and central church funds;
- offer the incumbent bishop a sustainable context for his or her episcopal ministry; and
- examine and offer ways of resolving the consequences of any proposals for change.

PRINCIPLES: FUNDING AND RESOURCING OF THE EPISCOPACY

Mindful of the direction from General Synod that episcopal ministry and structures should be adequate for the needs and compatible with the resources, of the Church of Ireland, arrangements in relation to funding and resourcing should:-

- have a sustainable basis;
- have due regard to opportunities, demands and constraints in parishes, dioceses and the Representative Church Body;
- be transparent and equitable and comply with standards of good governance;
- provide appropriate resources to support the episcopal role, such as professional staff, finance, equipment, facilities and premises;
- free bishops from certain administrative and management tasks, for example by enhancing the role of other ordained or lay persons qualified and willing to take on additional responsibilities; and
- recognize that reallocation of functions from bishops to others often means those persons must be paid to do the transferred tasks.

PRINCIPLES: ROLES OF THE ARCHBISHOPS OF ARMAGH AND DUBLIN, PROVINCIAL STRUCTURES AND COLLEGIAL STRUCTURES

Arrangements in relation to these areas should:-

- complement and enhance whichever model of episcopal ministry and structures may be adopted;
- recognize the particular demands made of the Archbishops and the need for appropriate resources;
- facilitate engagement with civic and public affairs in our two jurisdictions;
- enable the Church of Ireland to participate appropriately in international affairs;
- foster the role of the House of Bishops as a House of General Synod; and
- support the collegial, collective ministry and leadership of the Archbishops and Bishops.

CHURCH OF IRELAND MARRIAGE COUNCIL

REPORT 2014

MEMBERSHIP

Appointed by the House of Bishops

Member from House of Bishops (vacant since 2010)

Elected by General Synod

Rev Arthur Barrett

Mrs Sarah Bevan

Rev Brian Harper (Chairman)

Rev Bruce Hayes (Honorary Secretary)

Mrs Lynne Heber

Mrs Lesley Sandes

Rev David Somerville

Mrs Deirdre Whitley

Ms Ros Willoughby

Co-opted: Rev Lynda Peilow

In attendance

Mrs Sandra Massey

The Marriage Council meets five times a year and half of these meetings are conducted with teleconferencing facilities. We have successfully pared our activity and budget to our core task of providing counselling and support for couples who are preparing for marriage or who require support in marriage. During the year 2013, this support was provided to 58 couples. The funding for this counselling is entirely sourced in the Republic of Ireland and we therefore cannot provide for couples resident in Northern Ireland.

Our website www.towardsmarriage.com receives frequent visits with occasional requests to be put in contact with counselling. Most requests however, are for advice on arranging a wedding. This is outside the remit of the Council and we always advise couples to speak directly to their rector.

During 2013 we facilitated a weekend retreat for couples in ministry and the report appears below. This is the third such retreat and all have received excellent feedback from the participants. It is our intention in 2014 to organise a training course for clergy to assist them in identifying issues in marriages and families and how to best provide support for such couples. This follows similar courses held in previous years in Lurgan and Killyman and will be located in Dublin.

The Clergy Couple Retreat

In accordance with its original terms of reference and a more recent resolution of the General Synod, the Marriage Council has sought to come to a deeper understanding of the impact that ministry has on clergy marriages and family life.

Whilst recognising that the practice of ministry is a source of enrichment, there is also the recognition that the demands of ministry can impact in ways that are often unseen and unrecognised. Little or no studies have been done to analyse the effect that ministry has on those closest to its proponents, namely wives, husbands and children. Two surveys carried out by the Marriage Council in the last seven years have identified that clergy families can feel at times isolated, unappreciated and vulnerable. What they need is to feel appreciated and supported. In an effort to address these concerns two pilot retreats for clergy and their spouses have been held (in the dioceses of Cork and Down & Dromore).

Last November we organised a further retreat in Kilkenny for the dioceses of Meath & Kildare, Limerick & Cashel, Ferns & Ossory. While the numbers who participated was disappointing the feedback from the couples who did participate was uplifting. It also made us realise that we need to change how we recruit clergy for future retreats.

It is the intention of the Marriage Council, with the support of the House of Bishops, to offer a Clergy Retreat every two years to which all clergy can apply to attend. Despite the current economic environment, we are strongly of the view that we need to continue to build upon the concept of the retreat. Feedback from the couples who attended the two pilot retreats & the most recent retreat in Kilkenny show that they undoubtedly benefitted from it and returned to their parishes and families better equipped to meet future challenges.

With the Bishops support it is hoped to encourage dioceses to use the retreat as an opportunity to acknowledge the marriage partnerships involved in ministry and the particular issues, positive and negative, which arise. The retreat involves a Saturday and Sunday stay at a hotel/resort and the diocese would take responsibility for Sunday cover, which would not be considered as a ‘weekend off’. The cost of the retreat is carried by the diocese and the participants, ie, approximately €250 contribution per couple from the diocese & €50 booking fee from the participant.

We say farewell and thank-you to Rev Brian Harper, Rev Bruce Hayes and Mrs Lesley Sandes who have completed their six years of membership and seek to appoint the names listed below. We are also grateful to Sandra Massey and the RCB for their support and encouragement throughout the year.

Church of Ireland Marriage Council – Report 2014

Resolution

That the report of the Church of Ireland Marriage Council be received.

That the following be appointed members of the Marriage Council for the next two years from 1 June 2014.

A bishop to be appointed by the House of Bishops

Rev John Ardis

Rev Canon Arthur Barrett

Mrs Sarah Bevan

Rev Stephen Farrell

Mrs Lynn Heber

Rev Canon Lynda Peilow

Rev David Somerville

Mrs Deirdre Whitley

Ms Ros Willoughby

A representative from the Mothers' Union

**REPORT OF THE SELECT COMMITTEE ON HUMAN SEXUALITY IN THE
CONTEXT OF CHRISTIAN BELIEF**

Members:

Rev Patrick Bamber
Mr David Bird
Ms Thea Boyle
Rev Alison Calvin
Ven George Davison (Interim Chair)
Mr Greg Fromholz
Rt Rev Ken Good
Ms Phyllis Grothier

Rev Trevor Johnston
Very Rev John Mann
Rev Darren McCallig
Ms Hilary McClay
Ms Helen McClenaghan
Very Rev Sandra Pragnell
Most Rev Patricia Storey
Rt Rev Trevor Williams

The Select Committee has met four times since being established by the General Synod in May 2013, in September and November 2013 and has held two residential meetings in January and March 2014. The Committee received and adopted a planning paper, which proposes that the work should be addressed in two phases and the Committee has indicated its intention to follow this outline to the Standing Committee. The programme is likely to require more time than was identified by General Synod in 2013 (a two-year term), and the Committee will present a resolution seeking an additional two-year period in May 2015.

During the first phase, a framework will be developed and a *Guide to the Debate on Human Sexuality in the Context of Christian Belief* will be produced. Within this framework issues relating to human sexuality could be addressed.

During Phase 2, it would then be possible to explore in depth specific issues in human sexuality in which questions relating to the place of LGBT persons in the life of the Church would be addressed as a priority, but other issues may also be included concerning relationships and marriage and also some features in society such as domestic abuse, human trafficking, child sexual abuse.

The Committee elected the Very Rev John Mann as Chairman and Mrs Helen McClenaghan as Vice Chair. The Ven George Davison served as Interim Chair until January 2014, when the Select Committee took a decision regarding chairmanship.

A Select Committee is of its nature restricted to membership drawn from the General Synod. The Committee felt that a wider range of voices and experiences should be heard. The Standing Committee in January did not favour a suggestion from the Select Committee that the structure should be amended to that of a Commission, which would allow membership from outside General Synod. The matter was discussed further at the residential meeting in March. This resulted in the Select Committee forming an advisory panel to assist with expert input during phases of its work. This panel will include those who are self-identifying LGBT people and academics and may be expanded further as the need arises.

Select Committee on Human Sexuality in the Context of Christian Belief

The Select Committee is still at a very early stage in its work. It welcomes inputs from individuals and has already invited Changing Attitude Ireland and a number of academics to address it.