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* The reports of the Church of Ireland Clergy Pensions Trustee Limited (page 96) and the Church of Ireland Pensions Board (page 120) 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

STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND FORTY-FIFTH ORDINARY SESSION 2015

Standing Committee - 2015

**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

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Standing Committee - 2015

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Standing Committee - 2015

1. SUMMARY

Some significant matters dealt with during the period 11 March 2014 to 10 March 2015 were:

- Significant work on the registration of dioceses and parishes as charities in Northern Ireland and (more recently) the Republic of Ireland;
- An analysis of the results of the Census undertaken in November 2013;
- Continuing work on the development of the Hymnal Supplement.

2. NAMES AND ATTENDANCE OF MEMBERS

Ex-officio Members

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

| | |
|-----|---------------------|
| 4/5 | Ven George Davison |
| 5/5 | Mr Samuel Harper |
| 5/5 | Mrs Ethne Harkness |
| 5/5 | Rev Gillian Wharton |

ELECTED MEMBERS

| | | |
|----------------|-----|-------------------------|
| Armagh | 4/5 | Rev Brian Harper |
| | 5/5 | Rev Canon Shane Forster |
| | 2/5 | Mr Paul Bruce |
| | 0/3 | * Mr Adam Pearson |
| | 2/2 | * Mrs Wendy Walsh |
| Clogher | 2/5 | Rev Canon John Stewart |
| | 5/5 | Very Rev Bryan Kerr |
| | 4/5 | Mr Walter Pringle |
| | 5/5 | Mr Glenn Moore |
| Derry & Raphoe | 5/5 | Rev Canon Henry Gilmore |
| | 4/5 | Ven Robert Miller |
| | 5/5 | Mrs Wendy Donaghy |
| | 2/5 | Mr Kenneth Witherow |
| Down & Dromore | 4/5 | Ven Roderic West |
| | 3/5 | Rev Kevin Graham |
| | 5/5 | Mrs Hilary McClay |
| | 5/5 | Mr Andrew Brannigan |

Standing Committee - 2015

| | | | |
|--------------------------------|-----|---|-----------------------------|
| Connor | 2/5 | | Rev Dr Alan McCann |
| | 5/5 | | Rev Trevor Johnston |
| | 4/5 | | Mr Roy Totten |
| | 4/5 | | Mrs Pauline High |
| Kilmore, Elphin & Ardagh | 0/1 | ¥ | Very Rev Raymond Ferguson |
| | 3/3 | ¥ | Rev Hazel Hicks |
| | 1/5 | | Ven Craig McCauley |
| | 5/5 | | Mr Alan Williamson |
| | 5/5 | | Mrs Brigid Barrett |
| Tuam, Killala & Achonry | 4/5 | | Ven Alan Synnott |
| | 3/5 | | Very Rev Gary Hastings |
| | 5/5 | | Mr Denzil Auchmuty |
| | 0/5 | | Ms Karen Duignan |
| Dublin & Glendalough | 4/4 | μ | Rev Canon Patrick Comerford |
| | 4/5 | | Rev Stephen Farrell |
| | 4/5 | | Ms Ruth Handy |
| | 0/5 | | Mr Gregory Fromholz |
| Meath & Kildare | 5/5 | | Rev Peter Rutherford |
| | 3/5 | | Rev Canon Lynda Peilow |
| | 4/5 | | Mrs Joan Bruton |
| | 1/5 | | Mr Ronan McKenna |
| Cashel, Ferns & Ossory | 2/5 | | Very Rev Katharine Poulton |
| | 2/5 | | Rev Canon Robert Gray |
| | 3/5 | | Mr Cecil Wellwood |
| | 3/5 | | Ms Hazel Corrigan |
| Cork, Cloyne & Ross | 3/5 | | Very Rev Christopher Peters |
| | 5/5 | | Ven Adrian Wilkinson |
| | 5/5 | | Mr Wilfred Baker |
| | 4/5 | | Mr Gordon Benn |
| Limerick & Killaloe | 4/5 | | Rev Jane Galbraith |
| | 4/5 | | Rev Stephen Neill |

Standing Committee - 2015

4/5 Mr Adrian Hilliard
4/5 Mr Edward Hardy

Co-opted Members

| | | | |
|------------------------|-----|---------------------|-----|
| Rev Dr Maurice Elliott | 5/5 | Ven Andrew Forster | 4/5 |
| Mr Andrew McNeile | 5/5 | Rev Dorothy McVeigh | 2/5 |
| Ven Richard Rountree | 5/5 | Rev Alison Calvin | 3/5 |
| Miss Catherine Turner | 3/5 | | |

The Secretary General 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 speak at meetings.

*Mr Adam Pearson resigned from the Standing Committee in November 2014. Mrs Wendy Walsh was elected to succeed him.

¥ The Very Rev Raymond Ferguson retired in June 2014. The Rev Hazel Hicks was elected to succeed him.

µ The Rev Canon Patrick Comerford was elected to succeed the Rev Gillian Wharton following her election as an Honorary Secretary of the General Synod.

COMMITTEES OF THE STANDING COMMITTEE

FINANCE AND ARRANGEMENTS SUB-COMMITTEE

Mr Wilfred Baker
Rev Canon 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 | The Honorary Secretaries |

PRIORITIES FUND COMMITTEE

| | |
|--------------------|--------------------|
| Mr Roy Totten | Ven George Davison |
| Mrs Joan Bruton | Mr Samuel Harper |
| Ven Andrew Forster | Mr Glenn Moore |

Standing Committee - 2015

Ven Adrian Wilkinson
Mrs Brigid Barrett

Rev Stephen Neill

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 Patrick Rooke
Rt Rev Ferran Glenfield (from Jan 2014)
Rev Canon Jonathan Pierce
Rev Canon Noel Regan
Rev Elizabeth Hanna

Rev Olive Donohoe
Ms Iris Suito
Mr William Kingston
Mr Albert Smallwoods
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 Robins
The Hon Mr Justice Benjamin Stephens
Mr John Wilson QC

3. APPOINTMENTS

During the period covered by this report, the Standing Committee made the following appointments.

Irish Council of Churches AGM
(Sydenham, Belfast March 2015)

Most Rev Dr Michael Jackson
Rt Rev Harold Miller
Rt Rev John McDowell
Rt Rev Patrick Rooke
Rt Rev Dr Kenneth Kearon
Very Rev John Mann
Rev Canon Daniel Nuzum
Rev Canon David Crooks
Rev Canon Ian Ellis
Rev Canon Timothy Kinahan
Rev Ása Björk Ólafsdóttir
Rev Niall Sloane
Dr Kenneth Milne
Mrs Roberta McKelvey

Standing Committee - 2015

| | |
|--|---|
| | Ms Ruth Handy Mr Samuel Harper Mr Philip McKinley Ms Uta Raab Mr Chris McBruithin Ms Rebecca Guildea |
| Irish Inter Church Committee (Portarlinton, Co Laois, November 2014) | Ven Andrew Orr Rev Patrick Burke Ven Leslie Stevenson Mr Samuel Harper |
| Irish Council of Churches Executive | Rt Rev Dr Kenneth Kearon |
| Irish Council of Churches European Affairs Committee | Rev Canon Dr Adrian Empey Ms Maxine Judge |
| Irish Inter Church Committee | Dr Kenneth Milne |
| Methodist Church Faith and Order Committee | Rev Canon Dr Ian Ellis |
| Provincial Synod of the Moravian Church of Great Britain and Ireland (Swanwick, Derbyshire, June 2014) | Dr Kenneth Milne |
| Church Leaders' Consultation and PCG Meeting (York, England, September 2014) | Mr Adrian Clements |
| Conference of the Methodist Church (Belfast, June 2015) | Rt Rev Patrick Rooke Mr Michael Webb Mrs Hilary McClay (alternate) |
| General Assembly of the Presbyterian Church (Belfast, June 2015) | Rt Rev John McDowell Mrs Roberta McKelvey |
| Yearly Meeting of the Religious Society of Friends (Dromantine, Co Down, April 2015) | Dr Kenneth Milne |

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Here2Help

Rev Ása Björk Ólafsdóttir
Ms Elva Byrne

Scouting Ireland (National Spiritual and Religious Advisory Panel)

Rt Rev Dr Paul Colton

4. ARCHDEACONRY OF ARDBOE (ARMAGH DIOCESE)

In November 2014, the Standing Committee received a request from the diocese of Armagh that approval be given for the creation of a new Archdeaconry of Ardboe in the Diocese. The Standing Committee approved the request. Subsequently, the Ven Andrew Forster was appointed to the post.

5. AUDIT OF ACCOUNTS

In June 2014 the Standing Committee appointed PricewaterhouseCoopers as Auditors of the accounts of the Representative Church Body.

6. BILLS PROCEDURE

In January 2015, the Standing Committee considered a discussion paper from the Honorary Secretaries concerning the Bills procedure used at General Synod. The paper recommended changes to the procedure including using less parliamentary jargon and more self-explanatory terms and attempting to make the procedure simpler and easier to understand.

The paper appears in Appendix B on page 189.

The Standing Committee noted the discussion paper and asked the Honorary Secretaries to take the process further in consultation with the Legislation Committee, the Standing Orders Committee, the Assessor and other such individuals and committees as they think appropriate.

7. BISHOPS' APPEAL ADVISORY COMMITTEE

The report of the Bishops' Appeal Advisory Committee appears in Appendix C on page 193.

8. BOARD FOR SOCIAL RESPONSIBILITY (NI)

The Church undertook a restructuring of its committees that examined social justice and welfare issues in the years between 2008 and 2010 which established the Board for Social Theology in Action (now the Church and Society Commission). The proposal was that the Board for Social Theology in Action (as it then was) would maintain an 'arms length' relationship with the Board for Social Responsibility Northern Ireland Ltd, a

Standing Committee - 2015

Limited Company. This proposal was approved by the General Synod in 2009 and again in 2010.

In June 2014, the Honorary Secretaries reported to the Standing Committee that Directors of the Board for Social Responsibility Northern Ireland had expressed concerns to them indicating that there was a lack of clarity as to the meaning of 'arms length'. The Honorary Secretaries expressed their view to the Standing Committee that the Church could not be held accountable for something which, as a limited company, was not accountable to the Church or the Synod and over which neither the Church nor the Synod had any control. They expressed the view that the Standing Committee should ensure that the Board for Social Responsibility Northern Ireland should be clearly understood to be a stand-alone body with independent governance similar to the situation that exists with PACT or Here2Help. The Standing Committee agreed with the position expressed by the Honorary Secretaries.

The Honorary Secretaries met with representatives of the Board for Social Responsibility Northern Ireland in October and November 2014. It was agreed that a consultant should be appointed to assist in developing a clear plan for the Board that provides an appropriate solution both for the Board and the Church of Ireland.

A consultant was appointed in early February 2015 to undertake this work.

9. CENSUS

In 2012, the General Synod passed a Statute (Chapter I of 2012) to facilitate the collection of reliable statistical information to assist decision making in the Church. A census entitled 'Statistics for Mission' was undertaken in 2013 with clergy throughout the Church of Ireland being asked to distribute cards as a means of evaluating the age and gender profile of the worshipping population.

In June 2014, the Standing Committee heard a presentation from Dr Bev Botting, Head of Statistics in the Church of England who conducted an analysis of the census returns obtained from the census undertaken in 2013.

An analysis of the 2013 census results appears in the supplement provided separately from the Book of Reports.

The Standing Committee wishes to acknowledge with thanks the commitment of many clergy and laity throughout the Church of Ireland in undertaking this work. Particular thanks are due to Diocesan Secretaries and their staff for their efforts.

10. CENTRAL COMMUNICATIONS BOARD

A report from the Central Communications Board incorporating the reports of the Broadcasting Committee and the Literature Committee can be found in Appendix D on page 206.

11. CHARITIES LEGISLATION

In November 2014, it became clear that the Irish Charities Regulatory Authority in the Republic of Ireland were beginning the process of registering charities there and it was felt important to learn from the experience of the registration process in Northern Ireland. Accordingly, the Standing Committee appointed Mrs Jennifer Byrne and the Ven Leslie Stevenson to the Charities Registration Monitoring Group (with Mrs Sylvia Heggie as an alternate to Mrs Byrne if required).

The report of the Charities Registration Monitoring Group can be found in Appendix E on page 217.

12. CHILDRENS' MINISTRY NETWORK

A report from the Children's Ministry Network can be found in Appendix F on page 219.

13. CHURCH AND SOCIETY COMMISSION

During the year, the Minister for Justice, Mr David Forde MLA announced there would be a consultation on abortion law in Northern Ireland. A reference group was established under the auspices of the Church and Society Commission to assist that Commission in drafting a response.

In November 2014, the Standing Committee received a draft response from the Church and Society Commission and discussed the contents. The Church and Society Commission considered the contributions by members of the Standing Committee when deliberating further. A final draft was prepared by the Church and Society Commission and presented to the Department of Justice in January 2015.

The Church and Society Commission's report (including their response to the Department of Justice's consultation on Abortion) can be found in Appendix G on page 221.

14. CLERGY PENSIONS LEVY

In September 2014, 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 2015 be set at 13% of the Minimum Approved Stipend in force at 1 January 2015 (unchanged as a percentage from the previous year).

15. COMPLAINTS AND DISCIPLINARY PROCEDURE

Under Chapter VIII of the Constitution of the Church of Ireland, the Complaints Committee consists of one clerical and one lay member from each diocese, elected by the diocesan synods of each diocese. An additional two members are elected by the Standing Committee. Those elected hold office for six years.

During 2014 the following were elected to the Complaints Committee:

| | |
|----------------------------|---|
| Armagh | Rev Canon Robert Boyd Mrs Helen McClenaghan |
| Clogher | Ven Cecil Pringle Dr Norman Baxter |
| Derry and Raphoe | Rev Canon David Ferry Mr Des West |
| Down and Dromore | Very Rev Bryan Kerr Mr Gavin Pantridge |
| Connor | Rev Dr Alan McCann Mr Ken Gibson |
| Kilmore, Elphin and Ardagh | Rev Canon Ronald Bourke Miss Maud Cunningham |
| Tuam, Killala and Achonry | Ven Gary Hastings Mr Denzil Auchmuty |
| Dublin and Glendalough | Rev Niall Sloane Mr Geoffrey Perrin |
| Meath and Kildare | Ven Leslie Stevenson Mrs Joan Bruton |
| Cashel, Ferns and Ossory | Rev James Mulhall Ms Mary Goodall-Turner |
| Cork, Cloyne and Ross | Very Rev Nigel Dunne Mr Derek Johnston |
| Limerick and Killaloe | Ven Wayne Carney |

Standing Committee - 2015

Mr John Donovan

Standing Committee (November 2014)

Mr Andrew Walker BL

Mr Patrick Good BL

In accordance with Chapter VIII 21 (a) and 21 (f) of the Constitution, the Standing Committee appointed Mr Patrick Good BL and Mr Andrew Walker BL as Chairperson and Vice-Chairperson respectively.

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

The Rt Hon Sir Paul Girvan

Ven Stephen McBride

The Hon Mrs Justice Catherine
McGuinness

Rev Elaine Murray

The Hon Sir Benjamin Stephens QC

Very Rev Sandra Pragnell

Mr William Prentice

Ven David Pierpoint

Mrs Karen Erwin

Ven Helene Steed

Mr Patrick Cross

Mrs Cynthia Cherry

Mr Charles Galloway

Mrs Claire Missen

Very Rev John Mann

Mrs Avril Forrest

In accordance with Chapter VIII 22 (d) of the Constitution, the Standing Committee appointed Mr William Prentice and the Rt Hon Sir Paul Girvan as Chairperson and Vice-Chairperson respectively of the Disciplinary Panel.

Separately, in January 2015, the Standing Committee also considered the Income and Expenditure report for the Complaints Committee in 2014 as required under Chapter VIII 23 (e). The same report is appended as Appendix H on page 232.

16. GENERAL SYNOD 2016

In September 2014, the Honorary Secretaries presented their conclusions following consideration of various venues for General Synod 2016. The Standing Committee debated the alternatives considered and authorised the Honorary Secretaries to determine the date and venue for the 2016 General Synod.

In November 2014, the Honorary Secretaries reported that they decided that the General Synod of 2016 would take place in the Royal Marine Hotel, Dun Laoghaire from Thursday 12 May to Saturday 14 May 2016.

17. GENERAL SYNOD/STANDING COMMITTEE FINANCES

In September 2014, 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:

- A grant of €1,000 to subvent the publication of Dr Caroline Gallagher's book on 'First Fruit Churches and the Diocese of Meath, 1798-1823.
- A grant of up to £43,000 and up to €5,000 for purposes relating to the *Supplement to the Church Hymnal*.
- A grant of €1,000 to Canon David Crooks for his clerical succession list of the diocese of Limerick to be published by the Ulster Historical Foundation.
- A grant of €1,000 to be made to St Patrick's Cathedral, Dublin for 'Decani: The Deans of St Patrick's Cathedral, Dublin' by Albert Fenton, which will consist of illustrated biographies of the Deans.
- A grant of €1,800 to the Select Committee on Human Sexuality in the Context of Christian Belief for editing and design of a 'Guide' which is being produced as an educational resource for the use of the Church of Ireland.
- A grant of £3,500 to the Bishop of Down and Dromore for a liturgy book and a related readers' book for Palm Sunday through to Easter Day on the understanding that of the print run of 10,000 and 1,000, 3,000 and 300 copies will be available for the wider church.

19. HISTORICAL CENTENARIES WORKING GROUP

The report of the Historical Centenaries Working Group is included as Appendix I on page 233.

20. HISTORIOGRAPHER'S REPORT

A report from the Church of Ireland Historiographer, Dr Kenneth Milne, is included as Appendix J on page 235.

21. HYMNAL SUPPLEMENT

In June 2014, the Standing Committee authorised the Honorary Secretaries, with the assistance of Church House staff to enter contractual negotiations with Hymns Ancient and Modern and that subject to a successful outcome to these negotiations, the RCB

could enter into a contract on behalf of the Church for the publishing of the Hymnal Supplement.

During the same meeting, the Standing Committee also appointed Mr Stephen Carson to the Hymnal Supplement Committee.

22. IRISH CHURCHES PEACE PROJECT

The Irish Churches Peace Project was established in 2012 as an initiative of the Presbyterian Church, the Church of Ireland, the Roman Catholic Church, the Methodist Church and the Irish Council of Churches and was funded under the PEACE III programme, due to end in June 2015.

In November 2014, a meeting was held with representatives of all the Churches involved in the project to consider the future of the project following the ending of PEACE III. The Standing Committee appointed the Rt Rev John McDowell, the Ven George Davison and Mrs Kate Williams to represent the Church of Ireland at this meeting.

At the meeting it was agreed that the current Irish Churches Peace Project would be wound down (but endeavouring where possible to allow projects initiated by the programme to continue) and that a fresh application should be put under PEACE IV for a new project based on the experience gained from working together with the Irish Churches Peace Project.

In January 2015, the Standing Committee appointed the Rt Rev John McDowell and Mr Trevor Douglas to a working group comprising representatives from the Church of Ireland, the Roman Catholic Church, the Presbyterian Church, the Methodist Church and the Irish Council of Churches to prepare a fresh application under PEACE IV for such a new project.

The report of the Irish Churches Peace Project appears as Appendix K on page 237.

23. LONG TERM CHURCH

The Long Term Church project was launched by the Primate at the 2014 General Synod. A steering group comprising the Archbishops, an Honorary Secretary of the General Synod (Ven George Davison) and the Chairman of the RB Executive Committee (Mr Robert Neill) were appointed to progress this work.

The House of Bishops asked the group to give consideration to Human Resources issues and Dignity in Church Life and this matched the aspirations expressed under the Long Term Church project. With the assistance of a reference group and experts in Human Resources it was agreed that legislation should be brought before General Synod to

address these areas. The Legislation Committee's assistance was sought and three Bills were drafted.

In March 2015, the Standing Committee and the Representative Church Body both considered and approved these three draft Bills which will be considered by the General Synod this year. These are:

- A Bill (Bill No 1) to adopt a 'Dignity in Church Life Charter' and authorise the RCB to propose policies and procedures to give effect to it and for Standing Committee to approve these. General Synod will retain overriding authority as any policy or procedure approved under the Charter will have to be laid before General Synod who will have the right to annul or amend it;
- A Bill (Bill No 2) to amend Section 34 Chapter IV of the Constitution to create procedures to address a situation where a clergyperson is permanently incapacitated on medical grounds from performing the duties of his or her office. If passed the Bill will enable these procedures to be grounded on the advice of medical experts;
- A Bill (Bill No 3) to amend Chapter XVI of 2003 which currently provides for the establishment of a Severance Fund for clergy to change its name to the 'Clergy and Ministry Protection Fund' and allow for its use in circumstances where a clergyperson is forced from ministry through illness.

Further information on other aspects of the Long Term Church Project can be found in the report of the Representative Church Body.

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 2015.

At its meeting of 16 September 2014, 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 £27,324 per annum in Northern Ireland or £36,219 per annum in the Republic of Ireland in the case of an Incumbent or a*

Standing Committee - 2015

member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.

(b) the stipend for a Curate-Assistant shall be in accordance with the following scale:

| | |
|---|---|
| <i>First Year</i> | <i>75.0% of minimum stipend for incumbent</i> |
| <i>Second Year</i> | <i>77.5% "</i> |
| <i>Third Year</i> | <i>80.0% "</i> |
| <i>Fourth Year</i> | <i>82.5% "</i> |
| <i>Fifth and succeeding Years</i> | <i>85.0% "</i> |

25. MORAVIAN CHURCH OF GREAT BRITAIN AND IRELAND

In September 2014, the Standing Committee received a report from the Commission for Christian Unity and Dialogue on the continuing theological discussions with the Moravian Church of Great Britain and Ireland.

This report appears in Appendix L to this report on page 239.

The Standing Committee approved the recommendations for further action in the report.

26. NORTHERN IRELAND COMMUNITY RELATIONS WORKING GROUP

In September 2014, Ms Kate Turner and Mr Peter Munce were appointed to the Northern Ireland Community Relations Working Group.

The report of the Northern Ireland Community Relations Working Group appears as Appendix M on page 244.

27. PARISH DEVELOPMENT WORKING GROUP

The Parish Development Working Group report appears as Appendix N on page 246.

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 2015.

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At its meeting of 16 September 2014, 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 2015:

ALLOCATION OF GRANTS FROM 2014 PRIORITIES FUND

Ministry

€

Church of Ireland and Methodist Chaplaincy, Queen's University, Belfast – Funding to advance the chaplaincy's strategic ministry, by securing and improving the physical spaces that house the students and to encourage financial support from other sources – (Stg£25,000)

32,196

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| Diocese of Connor – Funding for the first three years of a five year project, to assist the diocese in establishing a centre of mission and grow new communities of faith – (Stg£20,000 per year for 2 years) – First year | 25,757 |
| Dioceses of Dublin and Glendalough (DIT Chaplaincy) – To assist with the development of a new Chaplaincy Centre in Dublin Insitute of Technology, for outreach and support in the new campus – (€20,000 per year for 2 years) – First year | 20,000 |
| 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) – Fifth year | 65,000 |
| The House of Bishops – To support continuing ministerial education in the dioceses | 40,000 |
| Sub-total | €182,953 |

Retirement

| | |
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| C of I Clergy Pensions Fund – Additional income for most needy – (Stg£430) | 554 |
| Sub-total | €554 |

Education

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| Bandon Grammar School, Cork – To assist with the renovation and furnishing of a rundown and disused boardroom and convert it for use as a chapel, to meet the spiritual needs of the school | 5,000 |
| Eco Congregation Ireland – Financial assistance for environmental educational projects | 3,000 |
| P.S.A.L.M. (Protestant Schools All Learning Music) – Financial assistance to empower the musical capabilities of children in Co Monaghan parishes, leading to enhanced worship experience in churches | 2,000 |
| Solus Project, Dublin – Funding for a new transition year after-school programme, to tackle the difficult transition from primary to secondary education | 5,000 |

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| 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) – Second year | 6,439 |
| Summer Madness (NI) – Additional support to help establish the Catalyst Festival launched in 2014 – (Stg£3,750) | 4,829 |
| The Church of Ireland Marriage Council – Funding to facilitate the clergy training course “Contemporary Couples”, to be run in Northern Ireland in 2015 – (Stg£3,000) | 3,863 |
| Wilson's Hospital School, Multyfarnham – Funding for the provision of access to the school Chapel, for children and adults with mobility challenges | 6,000 |

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

| | |
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| Armagh Diocesan Council – Financial support for the development of a new youth ministry strategy in the diocese – (Stg£5,000 – First year : Stg£3,000 – Second year) – First year | 6,439 |
| C of I Youth Department – Financial assistance for a three year volunteer support programme – (Stg£5,000 per year for 3 years) – Third year | 6,439 |
| 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) – Second year | 6,439 |
| St Paul's Caring Group, Lisburn (Connor) – Funding to support ‘IMPACT’ Youth and Children's Project, serving Christ through social and community outreach – (Stg£15,000 – First year : Stg£10,000 – Second year) – First year | 19,317 |
| “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 Newtown Stewart area – (Stg£10,000 – First year : Stg£3,000 – Second year : Stg£2,000 – Third year) – Second year | 3,863 |

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| Sub-total | €78,628 |
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Community

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| 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) – Second year | 7,727 |
| Dioceses of Cashel, Ferns and Ossory – To financially assist diocesan participation in the National Ploughing Championships in 2015, representing the Church of Ireland | 6,000 |
| Muckamore Parish (Connor) – Funding for the ‘Flute Band Church Project’, to engage the marching band culture with the Gospel, through the medium of band music – (Stg£5,000) | 6,439 |
| Kilbroney Centre, Rostrevor (Dromore) – Funding to assist this centre for young people in its outreach work, as it strives to achieve financial viability for its redeveloped facilities – (Stg£10,000) | 12,878 |
| Killeshin Union of Parishes (Leighlin) - Provision of funding for a community project involving local farmers | 1,000 |

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| St John’s Church, Clonmore (Leighlin) – To assist financially with the development of a Meditation Garden | 1,000 |
| Tralee and Dingle Unions of Parishes (Ardfert) – Funding to replace worn and damaged equipment used by “Tralee Soup Kitchen” and to purchase storage equipment to further the work of the “Saturday Food Bank” | 5,000 |
| 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 – (Stgf10,000 – First year : Stgf5,000 – Second year) – Second year | 6,439 |
| Willowfield Parish Community Association (Down) - Funding for a project “Mind the Gap”, reaching out to those in real need in East Belfast, who often fall in the gap between churches and social services, due to poverty, sectarianism, unemployment, family pressures etc. – (Stgf8,000 – First year : Stgf5,000 – Second year) – First year | 10,303 |
| Sub-total | €56,786 |

Areas of Need

| | |
|---|----------------|
| Connor – St Aidan’s Parish, Belfast – To assist with alterations, to facilitate children’s and outreach ministry – (Stgf7,000) | 9,015 |
| Dromore – St Patrick’s Parish, Newry – Financial assistance for the continuation of mission and outreach – (Stgf3,000) | 3,863 |
| Dublin – Holy Trinity Parish, Killiney – To assist with the cost of resourcing the Carry Centre, for use by the parish and wider community | 5,000 |
| Lismore – Clonmel Union of Parishes – Funding for the restoration of the parish hall, to fulfil the mission and outreach for which it was built | 3,000 |
| Meath – Dunboyne Union – To assist with the provision of a parish centre facility, to serve the needs of the parish and the wider community | 15,000 |
| Sub-total | €35,878 |

Outreach Initiatives

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| 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 – (Stgf3,000) | 3,863 |
| Holy Trinity Church, Dromore (Clogher) – Funding to establish and open a CAP (Christians Against Poverty) Centre – (Stgf9,000 – First year : Stgf7,500 – Second year : Stgf5,000 – Third year) – Third year | 6,439 |
| Icon Community (Dublin and Glendalough) – Funding to assist with the establishment of a new Anglican network church plant, called Icon Community – (€20,000 – First year : €15,000 – Second year) – First year | 20,000 |
| Knocknagoney Parish Church (Down) – Funding to support and build on projects undertaken to date and fresh projects initiated through the work of a community chaplaincy – (Stgf10,000) | 12,878 |

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| Moneyreagh Community Church (Down) – Seed funding for the rural mission area of Moneyreagh, to continue building a new church community among many families who have no church connection – (Stg£10,000 – First year : Stg£6,000 – Second year) – First year | 12,878 |
| 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) – Second year | 6,439 |
| Seagoe Parish (Dromore) – Funding for the establishment of a church plant and outreach, to transform the challenging loyalist estate of Killicomaine – (Stg£7,000 – First year : Stg£5,000 – Second year) – First year | 9,015 |
| Seapatrick Parish, Banbridge (Dromore) – Financial assistance to establish a CAP Centre in Banbridge – (Stg£7,500 – First year : Stg£5,000 – Second year) – First year | 9,659 |
| 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) – Second year | 7,727 |
| St Catherine’s (CORE) Church (Dublin) – Financial assistance for improvements and equipment, to facilitate growth and outreach | 7,360 |
| St Mark’s Parish Church, Newtownards (Down) – Funding for the creation of an outreach to the Glen Estate, Newtownards, a community which has significant social and spiritual needs – (Stg£12,000 – First year : Stg£8,000 – Second year) – First year | 15,454 |
| 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 per year for 2 years) – Second year | 6,439 |
| St Paul and St Barnabas Parish, Belfast (Connor) – Funding to reach out into the local and deprived community, by providing a range of programmes and projects – (Stg£2,000) | 2,576 |
| The Adelaide Church of Christ the Redeemer, Myshall (Leighlin) – Funding for the purpose of mission, unity and parochial development | 2,904 |
| Sub-total | €123,631 |

Innovative Ministry in a Rural Context

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|--|--------|
| Armagh Diocesan Council – Financial assistance to sustain diocesan outreach to rural areas, known as the ‘Zacchaeus Outreach Project’ and to build upon children’s ministry within the diocese – (Stg£10,000 per year for 2 years) – First year | 12,878 |
| Bandon Union of Parishes (Cork) – Funding for the development of a community outreach centre, to enhance ministry in a rural setting | 15,000 |
| Dioceses of Down and Dromore (Church Planting Group) – Seed funding to help launch a new outreach in Killough and Ardglass, which will be innovative ministry in a rural context – (Stg£8,000 – First year : Stg£5,000 – Second year) – First year | 10,303 |
| Killeshandra Parish (Kilmore) – Financial assistance to further the vision of innovative life-giving ministry, to strengthen the church and it’s witness in this area of great need – (€20,000 – First year : €10,000 – Second year) – First year | 20,000 |
| Larah Parish – Burrowes Hall Committee (Kilmore) – Funding for the conversion of the attic over the stage in the Burrowes Hall, for use as a youth ministry room | 5,000 |
| Parishes of Errigal and Desertoghill (Derry) – Financial assistance for a cross community youth project in a divided community – (Stg£10,000) | 12,878 |

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| St Coman's Parish, Roscommon (Elphin) – Funding for the set-up costs involved in equipping the recently refurbished parish hall, renamed CORE, for the purpose of developing outreach programmes for the church and wider community | 15,000 |
| St Mary's Church, Killarney (Ardfert) – Seed funding for a project that will reach out to the tourists of Killarney | 2,000 |
| Sub-total | €93,059 |
| Total Allocated | €571,489 |

Sterling grants have been converted to Euro using the 2014 end of year rate of 0.7765.

Accounts for the year ended 31 December 2014 are included as Appendix O on Page 248 Contributions to the Fund do not close until the end of February. The amount actually received by 28 February 2015 was €548,471 .

Following a recommendation from the Priorities Fund Committee, the Standing Committee in March 2015, agreed that diocesan targets for contributions to the 2016 Fund should be increased by 1%.

30. RETIREMENT AGE FOR CLERGY

In July 1975 the Church of Ireland implemented a compulsory retirement age for clergy, bishops and archbishops reaching 75 years of age. This retirement age applies to all clergy, bishops and archbishops whether or not they are members of the Church of Ireland Clergy Pensions Fund and eligible to receive pension benefits before reaching the compulsory retirement age.

In the context of Europe-wide equality legislation a review of the application of a compulsory retirement age was carried out. The RB considered the matter in September 2014 and agreed that there are sound and objective reasons for maintaining a compulsory retirement age for clergy.

The Standing Committee considered the matter at their meeting in September 2014 and endorsed the rationale behind the maintenance of a compulsory retirement age outlined in the paper.

The paper submitted to the RB and the Standing Committee on the compulsory retirement age can be read in Appendix P on page 254.

31. SELECT COMMITTEE ON HUMAN SEXUALITY IN THE CONTEXT OF CHRISTIAN BELIEF

The report of the Select Committee on Human Sexuality in the Context of Christian Belief appears elsewhere in the Book of Reports on page 375.

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In November 2014, the Honorary Secretaries reported to the Standing Committee that several vacancies had arisen on the Select Committee. The Rt Rev Trevor Williams ceased to be a member following his retirement (though he continues to assist in an advisory capacity). Mrs Thea Boyle resigned and the Rev Darren McCallig left to take up a post in Copenhagen. The Honorary Secretaries invited the members of the Standing Committee to suggest names to fill the vacancies.

In January 2015, at the invitation of the Honorary Secretaries, the Standing Committee elected the Rev Brian O'Rourke, Mrs Joan Bruton and Mr Damian Shorten to the Select Committee.

At the same meeting, the Standing Committee also decided to recommend to the General Synod that the appointment of the Select Committee on Human Sexuality in the Context of Christian Belief be extended for a further two years.

32. WORKING GROUP ON DISABILITY

The report of the Working Group on Disability can be read in Appendix Q on page 256.

33. OBITUARIES

The following members died since the last session:

Ms Annette Camier (Glendalough)

APPENDIX A

MOTIONS TO BE PROPOSED AT GENERAL SYNOD

1. Select Committee on Human Sexuality in the Context of Christian Belief

That, as provided for in the General Synod resolution of 2013 establishing the Select Committee on Human Sexuality in the Context of Christian Belief, the General Synod resolves that the appointment of the Select Committee be extended for a further two years.

2. Moravian Church of Great Britain and Ireland

That the General Synod:

- Welcomes and affirms the conclusions and proposals contained in the report concerning recent theological dialogue between the Church of Ireland and the Moravian Church of Great Britain and Ireland;
- Asks the Standing Committee to ensure that legislation providing for the interchangeability of ministry between our two churches is laid before the Synod for consideration as soon as is practicable, and following further examination of the developing relationship between the Moravian Church and the Church of England.

APPENDIX B

BILLS PROCEDURE AT GENERAL SYNOD

HONORARY SECRETARIES DISCUSSION PAPER ON AN ALTERNATIVE APPROACH

Background:

The General Synod's bills procedure is a remnant of the Church of Ireland's prior status as an established Church. Prior to its disestablishment, the Church's laws and governance were developed by the Crown and the Irish (and later UK) Parliament. Upon disestablishment, the Church adopted a similar structure for its internal governance and much of its procedure and terminology dates from that period and context.

There has been frequent comment on the Bills procedure applied at the General Synod. It seems to be a regular feature of discussion every June at Standing Committee as the Committee conducts its annual Synod post-mortem. The following are the issues that are often raised:

Complexity:

The Bills procedure needs regular explanation for Synod members (particularly for new Synod members). Even when the procedure has been explained it is clear from the proceedings at Synod that members are regularly confused about when it is appropriate to raise a given issue or when and/or how to propose a relevant amendment.

Parliamentary Jargon:

The terminology used in the Bills procedure would be recognisable to MPs, TDs and MLAs and others involved in a legislative process, but is not within the experience of most people. These include:

- Stage
- Committee Stage
- Committee of the whole house
- First reading
- Second reading
- Third reading
- Bill
- Statute

Arguably, retaining much of the parliamentary jargon doesn't facilitate most synod members' understanding of the proceedings.

Speed

The issue of parliamentary jargon adding to members' confusion may be exacerbated by the speed at which the process takes place. The first General Synod in 1871 took place over 31 days, modern Synods take place over three days and many have expressed the view that it should be reduced to two.

The result of this is that in the modern General Synod bills are dealt with in a slimmed down, streamlined and speedy version of a modern Parliamentary procedure. In the Oireachtas, the NI Assembly or UK Parliament, Bills normally take weeks or months to become law. Synod manages to pass most of its bills in three days (admittedly, they are seldom as complex as State legislation).

This is not an argument for an elongated process and certainly not for a return to a 31 day Synod! A short(ish) process is a necessity, but its very necessity means that there is an obligation to have a process that is comprehensible to the average Synod member.

Objectives Underpinning New Procedure:

To remove parliamentary jargon and replace it with more self-explanatory terms.

To simplify the procedure in the following ways:

- Removing the requirement for a proposer to seek the permission of the Synod to bring forward a Bill. (This procedure is not required for any other form of Synod business);
- A procedure for considering the Bill in detail that roughly mirrors the way reports are presented at General and Diocesan Synods, a procedure members of the Synod would be well used to.

Recommendations for an Outline New Procedure:

The Honorary Secretaries suggest that a new procedure should be a three stage process taking place over the three days of Synod. In summary:

Day 1: Intention Stage: Is the intention behind the Bill acceptable to the Synod?

Day 2: Detail Stage: Is the wording of the Bill satisfactory?

Day 3: Final Approval: Is the Synod willing to give final approval to the bill as drafted/amended?

The rationale for having a three stage process over three days is that it facilitates understanding of the procedure if members of the Synod are only doing one type of stage on each day (presently, the Synod undertakes two stages on the first day and a third on the last day).

A diagram of a suggested procedure is at the end of this paper.

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The intention stage and the final approval stage are fairly straightforward. The difficulty will be with organising the debate on the detail stage. In theory this is when members propose amendments. In practice a lot of members actually raise issues or points about the drafting without having a clear amendment in mind.

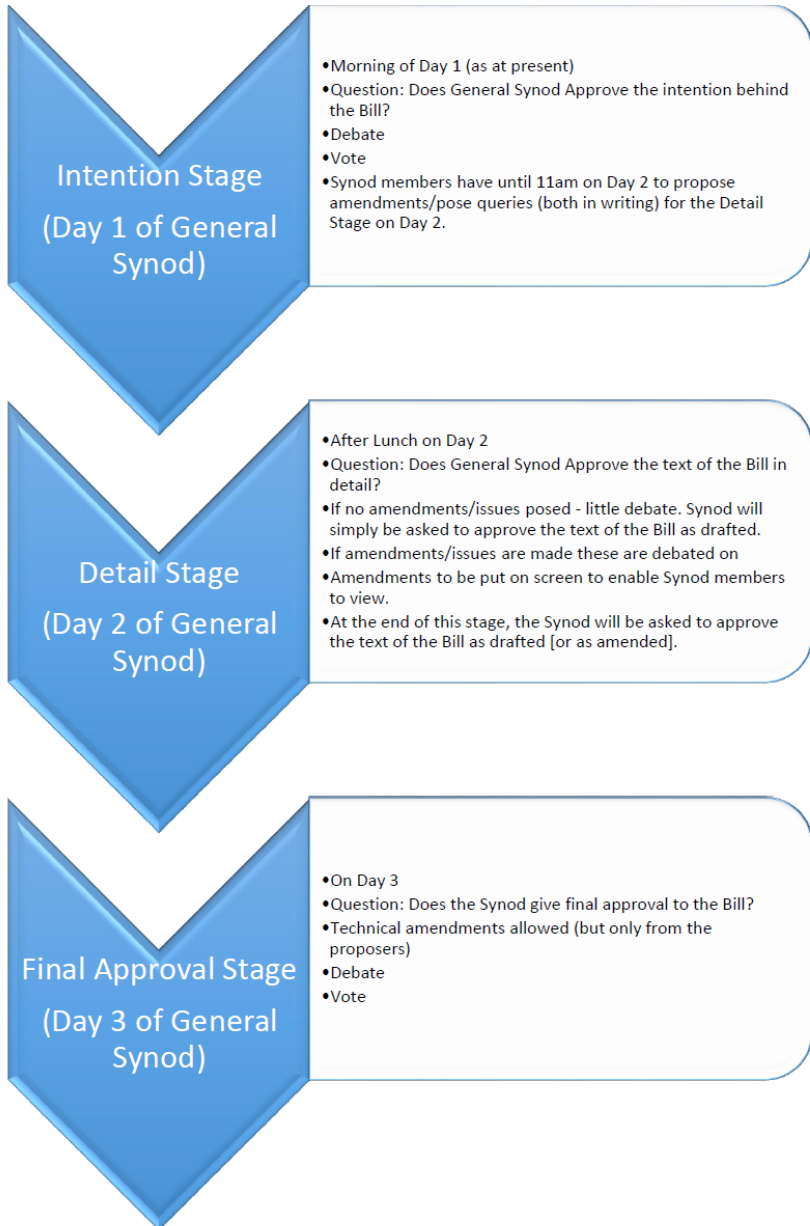
(For the avoidance of doubt, the suggested approach outlined is not intended to alter in any way the requirement for weighted majorities for Special Bills at the relevant stages).

Taking the Process Further:

If the Standing Committee is in agreement with the basic approach, the Honorary Secretaries propose to consult with Assessor and other interested parties on options to amend the process and put a more detailed proposal at a later date. If Standing Committee approves the detailed proposal, the Honorary Secretaries will seek the assistance of the Legislation Committee and the Standing Orders Committee to draft the Legislation and motions to give effect to the changes.

Any alteration would require both Constitutional change and changes to Standing Orders. Chapter I Section 26 of the Constitution outlines a special procedure for certain types of Bills and any change to the terminology in the Standing Orders would need to be reflected in the wording of Section 26 in order to prevent confusion as to the requirements.

In terms of timescale, it is not anticipated that it will be possible to prepare a Bill in time for the next General Synod. Accordingly, it will not be until the General Synod of 2016 that it will be possible to put a Bill to the Synod. Any new procedure would be put into operation for the first time at the General Synod of 2017.



APPENDIX C

WORLD DEVELOPMENT – BISHOPS’S APPEAL ADVISORY COMMITTEE

REPORT 2015

MEMBERSHIP

| | |
|---------------------------------|---------------------------|
| Rt Rev Patrick Rooke (Chair) | Rev Olive Donohue |
| Mr William Kingston (Treasurer) | Rev Elizabeth Hanna |
| Ms Ruth Handy (Secretary) | Rev Canon Jonathan Pierce |
| Rt Rev Ferran Glenfield | Mr Albert Smallwoods |
| Rev Precentor Noel Regan | Mrs Iris Suitor |

Diocesan Representatives:

Dublin & Glendalough: Mr Geoffrey McMaster & Rev Kenneth Rue

Meath & Kildare: Rev William Steacy

Cashel, Ferns & Ossory: Mr William Kingston & Mrs Valerie Power

Cork, Cloyne & Ross: Mr Andrew Coleman

Limerick & Killaloe : Rev Canon Robert Hanna

Tuam, Killala & Achonry: Very Rev Alistair Grimason

Kilmore, Elphin and Ardagh: Rev Canon David Catterall

Clogher: Rev Precentor Noel Regan

Derry & Raphoe: Mr Albert Smallwoods & Sue & Harry Grier

Connor: Rev John Anderson and Rev Elaine O’Brien

Armagh: Rev Elizabeth Stevenson

Down & Dromore: Rev Nigel Kirkpatrick

Staff: The committee is grateful to Ms Lydia Monds for her excellent work as Education Advisor for Bishops’ Appeal. Warm thanks are also expressed to RCB staff members Ms Doreen Smyth and Mrs Yvonne Gough who oversee financial and administrative aspects of payments.



‘At the heart of every human experience is the desire to survive and prosper: to live without fear, hunger or suffering.’ *United Nations*

‘Every second child in the world lives in extreme poverty.’
Global Issues

Bishops Appeal continues its commitment to respond to people living in dire poverty and suffering in a number of ways:

1. **Funding:**

In 2014, because of the generous support of people in Church of Ireland parishes, Bishops’ Appeal has been able to fund 24 health, agriculture and educational projects, support 5 dioceses in link projects and donate to 6 emergencies and disaster relief projects in a total of 22 countries around the world.

General Funds: We would strongly encourage dioceses and parishes not to *redirect* their giving to emergencies, as our compassion for the suffering in one part of the world then causes a crisis in another part of the world. Rather, we must be diligent in giving over and beyond our regular giving to support emergencies so that ongoing projects to alleviate grinding poverty in people’s day to day lives do not get passed over and forgotten at the time of emergencies elsewhere. Many projects were rejected in 2014 due to lack of funding despite the fact that they were excellent and if implemented could provide life changing support to people living in extreme poverty.

Examples of Projects Funded through General Funds in 2014:

1. Sexual Violence & Gender Equality Project in Bolivia
2. Water & Sanitation, Teacher Training programmes & Self Help Groups in Uganda
3. HIV health hubs and organic farming in India
4. Livelihoods training programmes & Training Centre in Kenya
5. Supporting landless farmers in Brazil
6. Anti-trafficking work in Cambodia
7. Supporting Women (livelihoods & sexual violence project) in Democratic Republic of Congo.
8. Mother Buddy Programme (reduce Parent to baby HIV transmission) Malawi

9. Disaster prevention through drought resistant crops in Guatemala
10. Children’s Home in Democratic Republic of Congo
11. Emergency Relief for long term displaced communities in Myanmar
12. Livelihoods training and support in Honduras
13. Water & Sanitation Programme in Burkino Faso
14. Wheelchairs and supportive seating for people living with cerebral palsy in Uganda
15. Energy Efficient Stoves in Zimbabwe
16. Agriculture and Disaster Prevention in the Philippines.

Our Disaster Relief Response was essential and yet due to the overwhelming need, it was stretched thin during 2014. The committee has established that it will act as a conduit for funds for *any* emergency that arises. However, the scale of the need must be weighted alongside the Church’s own access to funds when releasing reserves to crisis situations and when calling for parishes to give to a special Appeal.

- Ongoing funds were received and released for Typhoon Haiyan victims in Philippines.
- Initial funds were released in August 2014 for protective suits for medical workers treating people with Ebola. This fund was added to by parishes when Ebola became highlighted in the media. The suits were distributed in Sierra Leone, Liberia and Guinea.
- Funds were released for food, shelter, trauma counselling, medical equipment and hygiene kits for displaced people in Syria and refugees in Lebanon, Iraq and Jordan. Parishes continue to support this Appeal as the crisis in Syria continues.
- Funds were released in support of the food relief programme and medical centre in Baghdad run by St. George’s Anglican Church and also funds for Christian Aid partners supporting people in regions where ISIS is most active. Again this Appeal is still active.
- Bishops’ Appeal acted as a conduit for funds for shelter and basic food and water supplies for those displaced due to violence in South Sudan and the Central African Republic.
- Funds were released for food, hygiene kits, medical kits and shelter for those displaced due to violence in Gaza.

For more details about these projects and further projects funded in 2015, see our Annual Leaflet and our website: www.bishopsappeal.ireland.anglican.org

2. **Partnering:**

Seed Funding: Some projects need seed funding to attract bigger donors such as Irish Aid and Bishops’ Appeal has targeted several projects which can then go on to secure ten times the donation because of our initial funds.

Diocesan Link Projects:

Some dioceses commit to giving to Bishops' Appeal for a specific project over a one to three year period. Those currently engaging in this way are:

- (i) Cork, Cloyne and Ross: Continued to fund houses for Haitians who were made homeless following the 2010 earthquake.
- (ii) Derry & Raphoe: Wrapped up a very successful NetsWork project that saw approximately 23,500 families receive a treated mosquito net and training on how to use and care for the net and education on why it is so important to use them.
- (iii) Meath & Kildare: Continued to give support to a health centre in Malawi and dairy farmer cooperatives in Haiti. In 2015, this Link will change to supportive footwear for people with Leprosy.
- (iv) Tuam, Killala and Achonry: The diocese is nearing the end of a 3 year commitment to Masai Girl's Secondary School in Kajiado, Kenya and has helped in providing the school with proper showers and toilets and a new classroom.
- (v) Dublin & Glendalough 'Prepare a Place' Advent Appeal for Gaza: The dioceses raised funds for solar panels for the Al Ahli hospital in Gaza so that it can carry out its services without having to be dependent on costly generators (which run on petrol, and this is not always accessible).

3. **Advocacy:**

There are many justice issues that receive little attention and are difficult to fundraise for. When you ask for money for a school or a water pump, people can see exactly where the funds are going. When you ask for money for tackling violence against women in communities or to fight for land rights for the poor, the results are much harder to measure and so funding is far more difficult to secure. Bishops' Appeal is committed to funding projects relating to such issues, tackling the deeper root causes of injustices and not just the resulting poverty. Examples of such projects in 2014 were for communities in Bolivia for a holistic response to gender based violence, Brazil, for support for landless farmers combined with lobbying for land rights and Philippines, again for food security and disaster prevention measures for vulnerable communities, combined with lobbying for climate justice.

A Fairtrade Church: It can be very confusing trying to shop ethically. Do I buy locally grown, organic, avoid shops with bad worker's rights reputations or support trade with developing countries? The Church of Ireland is committed to being a Fairtrade Church. Amidst the overwhelming and ironic choice of how to support, we see our buying of fairtrade tea, coffee, chocolate and bananas not as an act of charity, but as an act of justice, so that our choices in the supermarket aisles do not further impoverish the person who grew the products. It is a small step, and there are other steps we can take, but it is a start and a move in the right direction.

4. **Education:**

Irish Aid: In 2014, Bishops' Appeal received a grant from Irish Aid to run 'Global Poverty & Our Response' workshops targeting clergy, lay readers, committee members, youth workers and youth groups. The workshops began in September 2014 and will run until May 2015. The workshops focus on deepening understanding of what poverty is, what causes it and how our response can alleviate poverty or further exacerbate it. Our awareness of the impact that we have is a crucial part of informing our response. For example, teams bringing large quantities of clothes or books to a developing country without checking first if it is needed or if there are local businesses that will suffer because of our dumping of large amounts of free goods on their already limited market. There are ways of supporting that are helpful and ways of getting involved that can hurt a local community and further disempower them. Following this is the publication of recommendations and guidelines for parishes to consider when getting involved in missions, fundraising, supporting and partnering with communities overseas.

Schools workshops and Church talks: Over the course of the year Education Advisor Lydia Monds delivered many sermons, talks and workshops in relation to the vital work of Bishops' Appeal. Parishes who wish to book Lydia for a talk or workshop can do so by emailing bishopsappeal@ireland.anglican.org. Please note that parishes are encouraged to make Bishops' Appeal the focus of the giving the week that Lydia visits and indeed of subsequent weeks, to maximise the benefits of hearing about the work first hand.

The Bishops' Appeal Team:

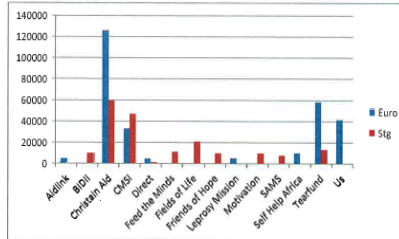
Bishops' Appeal is not an agency, it is the Church. It is you and me saying collectively that people matter, whether society says so or not, because they matter to God. People who are suffering, invisible and forgotten, are of the utmost importance to God. The Bishops' Appeal team working to keep this at the forefront of the Church's mission and purpose are the committee members, the Bishops' Appeal Diocesan Representatives, the RCB staff, the Education Advisor, and You.

Thank You:

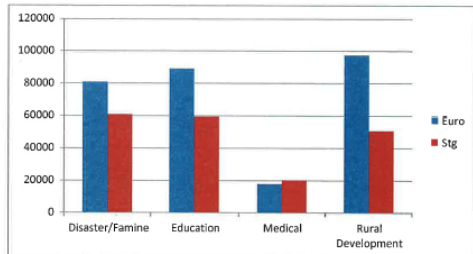
Your continued and consistent support allows the Church to be a strong partner in the transformative change taking place in communities around the globe who struggle daily to survive.

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| Agency | Euro | Stg |
|------------------|--------|-------|
| Aidlink | 5000 | |
| BIDII | | 10000 |
| Christain Aid | 125911 | 59763 |
| CMSI | 33086 | 46750 |
| Direct | 4956 | 1261 |
| Feed the Minds | 232 | 11441 |
| Fields of Life | | 20800 |
| Friends of Hope | | 10000 |
| Leprosy Mission | 5437 | |
| Motivation | | 10000 |
| SAMS | 300 | 7800 |
| Self Help Africa | 10420 | |
| Tearfund | 58529 | 13545 |
| Us | 41744 | |



| Aid Category | Euro | Stg |
|-------------------|-------|-------|
| Disaster/Famine | 80905 | 60835 |
| Education | 89063 | 59413 |
| Medical | 17937 | 20400 |
| Rural Development | 97710 | 50711 |



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BISHOPS' APPEAL ACCOUNT 2014

| INCOME & EXPENDITURE ACCOUNT | Year ended 31 December | |
|--|------------------------|----------------|
| | 2014 | 2013 |
| | € | € |
| INCOME | | |
| Contributions | 627,813 | 650,070 |
| Irish Aid grant from Department of Foreign Affairs & Trade | 5,239 | - |
| Deposit Interest | 1,163 | 1,435 |
| Sterling translation gain/loss | 3,313 | (900) |
| Tax refunds | 29,707 | 15,465 |
| | <u>667,235</u> | <u>666,070</u> |
| EXPENSES | | |
| Printing and stationery | 6,054 | 9,819 |
| Administration & Personnel costs | 37,805 | 32,132 |
| | <u>43,859</u> | <u>41,951</u> |
| OPERATING SURPLUS FOR YEAR | <u>623,376</u> | <u>624,119</u> |
| Grants Paid | 606,651 | 616,554 |
| Surplus for the year | <u>16,725</u> | <u>7,565</u> |

Standing Committee – Report 2015

BISHOPS' APPEAL ACCOUNT 2014

| BALANCE SHEET | Year ended 31 December | |
|---|------------------------|-----------------------|
| | 2014 | 2013 |
| | € | € |
| CURRENT ASSETS | | |
| Cash held by the RCB | 139,006 | 124,145 |
| Debtors | <u>77,370</u> | <u>63,845</u> |
| | <u>216,376</u> | <u>187,990</u> |
| CURRENT LIABILITIES | | |
| Creditors (Amounts falling due within one year) | <u>(13,961)</u> | <u>(2,300)</u> |
| | | |
| Total Net Assets | <u>202,415</u> | <u>185,690</u> |
| FUNDS EMPLOYED | | |
| Balance at 1 January | 185,690 | 178,125 |
| Surplus for the year | <u>16,725</u> | <u>7,565</u> |
| Balance at 31 December | <u><u>202,415</u></u> | <u><u>185,690</u></u> |



INDEPENDENT AUDITORS' REPORT TO THE ADVISORY COMMITTEE OF THE CHURCH OF IRELAND BISHOPS' APPEAL

We have audited the non-statutory financial statements of the Church of Ireland Bishops' Appeal for the year ended 31 December 2014 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 non-statutory financial statements.

Respective responsibilities of the 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 non-statutory financial statements in accordance with the basis of preparation and accounting policies to the non-statutory financial statements. Our responsibility is to audit and express an opinion on the non-statutory 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 12 November 2014 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 non-statutory financial statements

An audit involves obtaining evidence about the amounts and disclosures in the non-statutory financial statements sufficient to give reasonable assurance that the non-statutory 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 Advisory Committee; and the overall presentation of the financial statements.

Opinion on non-statutory financial statements

In our opinion the non-statutory financial statements for the year ended 31 December 2014 have been properly prepared in accordance with the basis of preparation note and the accounting policies on page 6 and present the state of the Church of Ireland Bishops' Appeal's affairs as at 31 December 2014 and its surplus for the year then ended in accordance therewith.



Emphasis of matter – Basis of preparation

In forming our opinion on the non-statutory 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

12 March 2015

Standing Committee – Report 2015

BISHOPS' APPEAL CONTRIBUTIONS

| | 2014 | | 2013 | |
|------------------------------|------------------------|------------------------|------------------------|------------------------|
| | Stg£ | € | Stg£ | € |
| ARMAGH | 33,696 | 2,485 | 38,881 | 3,494 |
| CLOGHER | 34,965 | 4,075 | 16,930 | 4,099 |
| CONNOR | 41,107 | 100 | 48,320 | - |
| DERRY & RAPHOE | 34,138 | 22,043 | 51,954 | 30,412 |
| DOWN & DROMORE | 53,640 | - | 33,511 | 700 |
| DOWN DROMORE & CONNOR | 101 | - | - | - |
| KILMORE | 2,119 | 8,606 | 330 | 15,436 |
| ELPHIN | - | 6,297 | - | 9,526 |
| CASHEL & OSSORY | - | 30,668 | - | 46,921 |
| FERNS | - | 15,461 | - | 14,447 |
| CORK | - | 25,458 | - | 28,319 |
| DUBLIN | - | 158,945 | - | 181,572 |
| LIMERICK | - | 11,801 | - | 21,600 |
| MEATH & KILDARE | - | 31,499 | - | 21,731 |
| TUAM | - | 11,877 | - | 19,981 |
| INDIVIDUALS (INCL. LEGACIES) | - | 8,000 | 4,749 | 8,205 |
| OTHER | 8,794 | <u>21,908</u> | <u>1,016</u> | <u>7,912</u> |
| TOTALS | 208,560 | 359,223 | 195,691 | 414,355 |
| | <u><u> </u></u> | <u><u> </u></u> | <u><u> </u></u> | <u><u> </u></u> |
| TOTALS IN EURO | | 627,813 | | 650,070 |

BISHOPS' APPEAL GRANTS PAID

| TYPE OF DEVELOPMENT | 2014 | 2013 |
|---------------------------|------------------------|------------------------|
| | € | € |
| Disaster Relief | 198,828 | 267,512 |
| Health & Medical | 68,789 | 90,120 |
| Education/Communications | 165,577 | 64,685 |
| Rural Development | <u>173,457</u> | <u>194,237</u> |
| Totals | 606,651 | 616,554 |
| | <u><u> </u></u> | <u><u> </u></u> |
| DEVELOPMENT AGENCY | | |
| Christian Aid | 222,790 | 270,236 |
| CMSI | 93,292 | 58,078 |
| Feed the Minds | 14,966 | 210 |
| Tearfund | 75,973 | 152,292 |
| Others | <u>199,630</u> | <u>135,738</u> |
| Totals | 606,651 | 616,554 |
| | <u><u> </u></u> | <u><u> </u></u> |

Standing Committee – Report 2015

BISHOPS' APPEAL GRANTS PAID

| GEOGRAPHICAL LOCATION | | |
|---|-------------|------------------|
| <u>AFRICA - €176,865;Stg£132,157</u> | | |
| Anglican Diocese of Kaduna | Kaduna | Direct |
| Borehole Programme | Uganda | Fields of Life |
| Building of Teacher's House | Swaziland | Us |
| Capacity Building Programme | Kenya | BIDII |
| Children's Home | Congo | CMSI |
| Comunita di Sant'Egidio | Malawi | Direct |
| Diocese of Swaziland | Swaziland | Us |
| Ebola Crisis | Liberia | Leprosy Mission |
| Emergency Relief | South Sudan | CMSI |
| Energy Efficient Stoves | Zimbabwe | VSO |
| Fruit Growing Project | Rwanda | CMSI |
| Fuel Efficient Stoves | Zambia | Self Help Africa |
| GBV Education & Support | Zambia | Us |
| Health Project | Malawi | Tearfund |
| IMPACT | Malawi | Tearfund |
| IMPACT | Malawi | Tearfund |
| Maasai Rural Training | Kenya | CMSI |
| Mabweni Project | Kenya | CMSI |
| Nets Work Project | Nigeria | Christian Aid |
| Relief Fund | Congo | CMSI |
| Renewable Energy Project | Mali | Christian Aid |
| School, Water/Sanitation Project | Uganda | Aidlink |
| Self Help Groups | Uganda | CMSI |
| Self Help Groups | Uganda | Tearfund |
| Shyogwe Diocese | Rwanda | CMSI |
| Teacher Training | Uganda | Fields of Life |
| Water & Sanitation Project | Congo | CMSI |
| Wheelchairs/Training | Uganda | Motivation |
| Women's Training Programme | Congo | CMSI |
| Women's Vocational Training | Ghana | Feed the Minds |
| <u>ASIA - €92,497;£56,647</u> | | |
| Building Resilience | Philippines | Christian Aid |
| Cambodia Hope Organisation | Cambodia | Tearfund |
| Disaster Relief | Syria | Christian Aid |

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| | | |
|---|------------------|--|
| Disaster Relief | Syria | Tearfund |
| Emergency Relief | Iraq | Christian Aid/ Anglican Church Baghdad |
| Emergency Relief | Myanmar/Thailand | Christian Aid |
| Gaza Crisis | Gaza | Us |
| Healthcare Programmes | India | Friends of Hope |
| Typhoon Appeal | Philippines | Christian Aid |
| Typhoon Appeal | Philippines | Tearfund |
| | | |
| <u>CENTRAL AMERICA - €47,788</u> | | |
| Agriculture/Livelihoods | Honduras | Christian Aid |
| Dairy Farmer's Project | Haiti | Christian Aid |
| Education Project | Guatemala | Christian Aid |
| Housing Project | Haiti | Christian Aid |
| <u>SOUTH AMERICA - €15,300;£24,113</u> | | |
| Garden Project | Argentina | SAMS |
| Gender Equality | Bolivia | Christian Aid |
| Livelihoods for Landless | Brazil | Christian Aid |
| | | |

APPENDIX D

CENTRAL COMMUNICATIONS BOARD TO GENERAL SYNOD

MEMBERSHIP

| | |
|---|---|
| Vacant | (House of Bishops) |
| Ven Richard Rountree | (Standing Committee) |
| Rev Gillian Wharton | (Honorary Secretary) |
| Rev Eileen Cremin | (Chair - Broadcasting Committee) |
| Dr Kenneth Milne | (Chair – Literature Committee) |
| Dr Raymond Refaüssé | (Hon Secretary – Literature Committee) |
| Mr Adrian Clements | (Church House Senior Management) |
| | (Internet Committee *) |
| | (Internet Committee *) |
| Vacant | (Representative Body) |
| Very Rev AJ 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 on redesign of the Church of Ireland website with a reference group.**

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

OBJECTIVES 2014-15

- 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 and furthering the reach and impact of the E-bulletin established in late 2013;
- Maintain supply of key materials for liturgical and parish life to parishes.

Executive summary

The Central Communications Board provided support through its staff to a diverse set of Church activities, ranging from press and media services to support for the Archbishop of Armagh's Long Term Church initiative, the Commission on Episcopal Ministry and Structures, the Select Committee on Human Sexuality in the Context of Christian Belief, the Hymnal Supplement Sub-Committee, the Charities Registration Monitoring Working Group, and also delivering media training, lectures to Ordinands at various stages of their training in CITI and supporting parishes with information on copyright, social media guidelines and supply of liturgical and parish materials. The e-bulletin continues to grow in popularity with almost 1000 subscribers.

The Central Communications Board said farewell to Bishop Trevor Williams (Chair) following a distinguished career in Church, broadcasting and as Director of the Corrymeela Community. The CCB also said farewell to Archdeacon Robin Bantry White on his retirement and to Mrs Jane Leighton, who resigned during the year. The Board extends its thanks to all of these people for the contribution they made to its work.

The Church has undertaken a significant number of new projects in recent years and as these begin to produce outcomes, communications support is needed to ensure that feedback is provided to the Church and to the wider public.

Among these initiatives are

- The Archbishop of Armagh’s Long Term Church initiative;
- Commission on Episcopal Ministry and Structures;
- Select Committee on Human Sexuality in the Context of Christian Belief;
 - Hymnal Supplement Sub-Committee;
- Charities Registration Monitoring Working Group;
- Historical Centenaries Working Group.

The importance of communications in Church life is recognised by the increasing resourcing being provided to Ordinands during training. Effective witness and effective communications go hand-in-hand. The Board is very grateful to Rev Dr Maurice Elliott for continuing to provide for communications learning within all levels of ministerial training at CITI. Communications training embraces a general review of communications as a function within parish life, and also provides guidelines to help clergy with specific skills needed to produce newsletters and to relate to local media in a positive way. Protocols for dealing with more difficult media issues are also explained. Central support for issues attracting national media interest is available when required.

Website and Social Media Protocols – photographic and film images

Following an expert-led training and discussion day for Diocesan Communications Officers and Church Youth Officers held in March 2014 work has been undertaken by the Child Protection Officers alongside the Press Office in relation to developing guidance on taking and using photographic and film images and also using social media appropriately with young people. Supplementary Safeguarding Trust guidance is to be incorporated into the manual.

Publishing

A further volume of the new academic series which publishes the best examples of dissertations by Ordinands at the Theological Institute was published – Braemor Studies: Vol 4: *Occupy Faith: the Movement of Movements and its Implications for Christian Practice* by Rob Clements. Details maybe found on the Church of Ireland Publishing website: www.cip.ireland.anglican.org

E-bulletin

The monthly E-bulletin, supported by the Allocations Committee through the Sundry Projects Fund, was further developed by the Press Office as an all-island communications

resource and information portal in addition to the news sections of the Church of Ireland website which have been actively maintained. The E-bulletin continues to increase the information flow across and beyond the Dioceses, presenting a vibrant and varied representation of Church life to both members and the wider world and now has c.1000 voluntary subscribers – a very healthy number by industry standards. 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

During 2014-15 the Press Office provided a communications and information service on matters of significance relating to the Church, sought to maximise positive coverage of Church news and managed media interest and enquiries professionally and with integrity.

Over the course of 2014, 80 press releases were issued from the Press Office; a substantial number of print, broadcast and web-based interviews were arranged; an active media centre was provided at the General Synod in Dublin; media training was provided for senior clergy; and the monthly E-bulletin (as described above) was further developed as an all-island communications resource and information portal in addition to the news sections of the Church of Ireland website which have been actively maintained.

The General Synod held in Dublin in May 2014 attracted solid Church and reasonable general media interest, especially relating to Interchangeability of Ministry with the Methodist Church in Ireland and in the association of the Church with the Flesh and Blood campaign.

The Press Officer, Dr Paul Harron, continued to provide media support to the Archbishop of Armagh in connection with a wide variety of events and occasions and facilitated a number of press interviews with Archbishop Clarke, from BBC Radio Ulster's 'Sunday Sequence' to the *Irish News* to the *Irish Catholic* and an opinion piece for the *Belfast Newsletter* on assisted dying in August; it also co-facilitated the RTE joint Archbishops' Christmas Day Message which, building on the Flesh and Blood theme at General Synod, focused on blood and organ donation – life as gift from God and Christian faith as promoting a culture of life.

The Press Officer was significantly involved over the past year in supporting the communications of two working groups in particular: the Historical Centenaries Working Group and the Northern Ireland Community Relations Working Group. During the year which marked the centenary of the First World War, considerable effort was directed towards publicising and co-ordinating: a Short Story Competition for 15-21 year olds on the theme of Ireland and the Great War; the production of a short film, 'The Boys from East Belfast', by the RCB Library featuring letters from the Front associated with the Rev (later Archbishop) Arthur Barton, which was given a public screening at St Mark's Dundela, Belfast; and the running of an 'Ethics of War' symposium with distinguished speakers Professor Nigel Biggar and Professor Keith Jeffery at Christ Church Cathedral, Dublin in November, chaired by Professor David Hayton. In relation to the NI working

group, a number of communications were issued and an interview arranged for its chair, Bishop Miller, on ‘Sunday Sequence’.

The Press Officer also co-ordinated the communications aspects of the Archbishop of Canterbury’s visit to the Church of Ireland in October 2014; supported media facilitation at the First World War Centenary Service in St Anne’s Cathedral, Belfast (4th August); and handled the communications aspects of Bishop Kenneth Kearon’s consecration at Christ Church Cathedral, Dublin in January 2015. He also continued to support the communications of the Irish Church’s Peace Project. In October, the Press Officer represented the Church of Ireland at the Church of England’s ‘Contagious Communications Conference’ in Birmingham at the invitation of the Anglican Communion Office, and also in October spoke to the Cookstown Clerical Society on Church media matters.

As in previous years the Press Office highlighted the work of the Disability Working Group in connection with Disability Awareness Sunday; supported the dissemination of statements and responses to issues from the Church and Society Commission (CASC); and facilitated a number of interviews with senior clergy, particularly for Bishop Patricia Storey. The Press Officer also, as in previous years, provided a number of articles for the *Church of Ireland Gazette*, from an interview with Bishop Alan Abernethy following his attendance at the World Council of Churches Geneva meeting in July to features on the CITI-led publication *Atonement as Gift*.

On broader societal issues, the Press Office provided responses to enquiries on many matters having liaised closely with relevant committees, boards and spokespeople. Comment was provided, for example, in relation to: the Church’s census figures; racist attacks in Belfast; the death of the Rev Ian Paisley, Lord Bannside; education; abortion; equality; same-sex marriage and controversy over anti-Islamic comments.

The Press Officer 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 impressive 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 platforms – the latter being an increasingly significant part of communicating the work of the Church.

Broadcasting

The Broadcasting Committee began a consideration of its role in future as the pattern of content production and distribution is now significantly different to that which prevailed even a decade ago. The pace of change in this industry is very rapid and there is an

equally rapidly emerging niche format for electronic content that can be used on a community basis or made available to the whole world.

Within this context, the Committee is looking carefully at the next review of public service broadcasting in the UK, since much religious programming still falls into this category of content, which is experiencing a significant challenge to its future as the commercial model changes.

Proliferation in digital media and transformation of the market for broadcast content have tended to result in greater commercial pressure on programme makers and to an increase in pay-for-access content. This has led the Committee to restate the principles of accessibility and affordability as necessary in a fair society and these principles underpin the committee's response to policy issues including, during the course of the year, the issue of how religious services should be distributed between Long Wave and digital services in future.

Copyright

A further copyright seminar will be hosted in the spring of 2015.

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

Ms Janet Maxwell: Head of Synod Services and Communications
Dr Paul Harron: Press Officer

Executive Summary

The Rev Dr Bert Tosh led the Committee in a debate on its future role, which must adapt to meet the changing nature of the broadcasting industry. The Committee responded to RTE's plans to close its Long Wave Service and move religious services (radio) to a digital platform. The Committee is monitoring the next UK review of public service broadcasting as this has direct implications for levels of religious programming. The Committee decided to withdraw from membership of the Church & Media Network following its restructuring and redirection of its activities to support religious programmers working in the industry in Great Britain. The Committee felt that the CMN programme no longer offered the best fit with the work of the Committee. The Committee will still be able to participate in the CMN Annual Conference. Soul Waves, which produces religious programming content for use on local radio stations, and of which the Church of Ireland is a participant member, continues to operate following restructuring.

Report

The Rev Dr Bert Tosh led the committee in consideration of its future role. While both the UK and Republic of Ireland view religious programming as a component of public service broadcasting (primarily the broadcast of religious services), it is necessary to keep promoting the value of this to policymakers in both countries. At the same time, the proliferation of digital content and digital platforms must be monitored. This simultaneously offers the opportunity of creating more content, but perversely, can make it more difficult to reach the audience and, equally challenging, without the public service criteria, content has to be privately funded or sponsored. However, religion and the various issues swirling around it continue to be highly interesting to audiences. Consequently, there is ongoing interest from programme makers within the broadcasting companies as well as independent producers in topics associated with religion and this is an opportunity.

Following the restructuring of the Church & Media Network, the previous support for broadcast media training will no longer be available. However, it is hoped to fill this gap

with a combination of training by professional providers and additional input from the Press Office.

The Committee also reported last year on restructuring at Soul Waves, which produces religious broadcasting items targeted at local broadcasting outlets in the Republic of Ireland. Soul Waves has been operating for almost a year under its new structure and Church of Ireland content is very welcome. Mr Paul Loughlin continues to maintain the Church's relationship with Soul Waves and the Committee extends its thanks to him for this work. Mr Loughlin would welcome hearing from anyone who is interested in becoming an interviewer for Soul Waves. Examples of material produced for Soul Waves can be found on its website at: <http://www.soulwavesradio.ie/>

RTE

In 2014, RTÉ Religious Programmes continued to try to build on the quality, volume and scope of religious output and the following section is reported by Mr Roger Childs, Head of Religious Programmes at RTÉ, and a final paragraph from the Very Rev Tom Gordon, the Church of Ireland Broadcasting Coordinator.

Christian worship remains a central part of output on both RTÉ radio and television and Mr Roger Childs expresses his gratitude to the many clergy and parishioners and to the Very Rev Tom Gordon, the Church of Ireland Broadcasting Coordinator, for their generous assistance in ensuring that broadcast worship reflects the variety and quality of Anglican liturgy across the whole island of Ireland. RTÉ and listeners continue to benefit, also, from a much appreciated sharing arrangement with BBC Radio Ulster's religious output, facilitated by Blackthorn Productions.

Reporting on worship highlights in 2014, Mr Childs noted the first simulcast of the Service of Remembrance from St Patrick's Cathedral, Dublin, on Armistice Sunday, in a year which marked the centenary of the outbreak of World War One. This was followed, on Christmas Eve, by the traditional Festival of Nine Lessons and Carols, which, once more, gave a magnificent kick start to Christmas on RTÉ.

Autumn 2014 saw the announcement of the closure of RTÉ's Longwave platform, which is one of the traditional platforms for religious output. It had been hoped that, with content now available in better digital quality on a number of different platforms – on DAB, TV, online, and via mobile phones apps – listeners could be encouraged to make the switch. Church leaders, including the Church of Ireland's Communications Officers, very kindly offered to help distribute information at parish level, to help prepare people for the change, especially the housebound or those with least confidence in dealing with new technology. In the event, the Board of RTÉ was persuaded by a concerted lobby – particularly in the UK – that listeners were not ready to abandon Longwave and the switch-off was postponed until 2017, although the programmes will all be available on the new digital platforms for those who wish to access services in this way.

In the meantime, religious content on RTÉ Radio 1 Extra / LW 252 was enhanced by the creation, in November, of a new strand, *Sunday Spirit*, a broad mix of conversation, music, archive and acquired religious content, presented by Michael Comyn, from 10-1 every Sunday. Early feedback has been very positive. Elsewhere on radio, the retirement

of Mr Gerry McArdle brought to an end *The God Slot* – a series he created and produced for three years. RTÉ is actively engaged, at present, in commissioning a replacement series for RTÉ Radio 1 on all platforms and wavelengths.

On Television, RTÉ saw the return of Joe Duffy's *Spirit Level* after a 3-year recession-imposed hiatus. Joe's easy manner and interest in religious affairs once again attracted significant audiences to his Sunday teatime slot and the aim is to bring the series back in 2015.

The flagship religious documentary series *Would You Believe?* delivered a number of impactful hour-long 'Specials' on subjects including The Legionaries of Christ, the reconstruction of St Mel's Cathedral, Longford, the aftershocks of the murder of Swiss teenager Manuela Riedo, a Passion Play in Nicker, Co. Limerick and the enclosed life of the Cistercian Sisters of Glencairn Abbey.

RTÉ also commissioned a series of high quality documentaries on the theme *Once In a Lifetime: The Irish Way of Death*. These films, which aired in November, were co-funded by the BAI and included Galway Film Fleadh's Best Documentary and Irish Times Readers' Best Film of 2014, *One Million Dubliners*, about Glasnevin Cemetery; *A Parting Gift*, which observed a year in the body donors programme at Trinity College Dublin; and *Guess Who's Dead*, Ardal O'Hanlon's wry look at Ireland's attachment to Death Notices.

Another previously commissioned programme, *Lifers*, about Irish missionaries in three of the most dangerous and challenging environments in the world, was runner-up in the European Festival of Religious Programmes' 4-yearly Awards, in Hilversum, in June, and won a Radharc Award in October.

Bláthnaid ní Chofaigh returned to RTÉ One with a third series of interviews about life-changing religious and ethical choices: *The Moment of Truth*, which, once again, found a number of people willing to tell strong personal stories with challenging ethical and emotional issues at their core.

Mr Gay Byrne returned for his ninth series of *The Meaning of Life*, which, this time, included a rare personal interview with *an Taoiseach*, Enda Kenny. Following the success of a book of transcripts and reflections from the previous episodes, Gay also published a second anthology, with charitable proceeds to go this time to the Peter McVerry Trust and Christina Noble's Children's Foundation. The first book raised about €8000 for Crumlin Children's Hospital. Gay, who turned 80 in August 2014, returns in early 2015 with his tenth series, which includes an interview with the former Archbishop of Canterbury, Dr Rowan Williams.

Finally, in 2014, *The Archbishops' Christmas Message* offered an opportunity to cement the partnership of the two Archbishops of Armagh, The Most Rev Dr Richard Clarke and The Most Rev Dr Eamon Martin, as they explored the theme of the gift of life during a visit to a blood donors' centre and talking with donors and recipients.

RTE radio and television continues to provide the Church of Ireland with a forum for broadcast worship on Sundays and on other special festivals throughout the year. This is in spite of severe budgetary challenges and the vastly changed broadcasting environment of recent years. Some flexibility in live and pre-recorded televised worship and for on-site radio broadcasts, facilitates greater scope for the participation of parishes throughout the island. The Co-ordinator of religious programmes involving the Protestant Churches, the Very Rev Tom Gordon, is always open to approaches from parishes with appropriate liturgical resources who are interested in undertaking a broadcast for either radio or television. Equally welcome are notifications of special events in dioceses and parishes which might be appropriate for broadcasting. These can be explored further with the proviso that considerable forward notification and planning is required in scheduling.

BBC

On BBC Radio Ulster, *Sunday Sequence* presenter, Dr William Crawley stepped down as presenter to move to a new role within the broadcaster presenting the daily *Talkback* programme. The Committee wishes Dr Crawley well in his future career and thanks him for the contribution he made to religious programming in Northern Ireland in recent years. The Committee also welcomes new presenters to *Sunday Sequence*, Ms Roisin McCauley and Ms Audrey Carville and appreciates the insights that now bring to the programme.

The Committee also encourages members in Northern Ireland to tune into *Morning Service* on Sundays and *Thought for the Day* on weekday mornings. Canon Noel Battye's *Sounds Sacred* offers a range of sacred music on Sunday afternoons and is a much loved feature of Sunday listening for many, now joined by the occasional run of *Praise Revival* presented by Mr Robin Mark which attracts a further audience. The BBC Northern Ireland three-part television programme on Christian hymn singing *Then Sings My Soul* presented by Ms Marie-Louise Muir in February 2015 was also a welcome and interesting addition to the schedules.

Thanks and encouragement

The Committee encourages members of the Church both lay and clerical to continue their interest in media. Local radio stations continue to attract substantial audiences at the community level and are a wonderful opportunity to share information and stories that offer our Christian witness in a practical and imaginative way. 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.

LITERATURE COMMITTEE

MEMBERSHIP

Dr Kenneth Milne (Chairman)
Canon Peter McDowell
Ven Richard Rountree
Rev Kenneth Rue
Richard Ryan
Rev Bernard Treacy OP
Dr Raymond Refaussé (Honorary Secretary)
Mrs Janet Maxwell (*ex officio*)
In attendance: Dr Susan Hood, Publications Officer
Dr Paul Harron, Press Officer.

EXECUTIVE SUMMARY

In 2015 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 2014

- Arising out of the Action Plan for 2014:-
- A third booklet in the series, Braemor Studies, which seeks to publish the best of the final year dissertation in CITI, was designed and published;
- Arising from the Committee's initiative to produce a 2014 Lent Book, *Lent with Saint John*, by the Very Rev John Mann, was published by Columba Press.

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 following titles were published in 2014:-

Rev Rob Clements, *Occupy faith: the movement of movements and its implications for Christian practice*.

Rev Ken Rue (ed.) *Sunday and weekday readings 2015*.

Dr Kenneth Milne (ed.) *Journal of the General Synod 2013*.

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:-

€61,200 to enable the production of items to support the publication of the Supplement to the Church Hymnal.

€1,000 to Four Courts Press to subvent the publication of a study of ‘First Fruits Churches in the Diocese of Meath, 1798-1823’ by Caroline Gallagher.

€1000 to the Rev Canon David Crooks for his *Clerical Succession List of the Diocese of Limerick* to be published by the Ulster Historical Foundation;

€1000 to St Patrick’s Cathedral for ‘*Decani: the Deans of St Patrick’s Cathedral, Dublin*’ by Albert Fenton, which will consist of illustrated biographies of the deans

€1800 to the Select Committee on Human Sexuality in the Context of Christian Belief for editing and design of a ‘Guide’ which is being produced as an educational resource for the use of the Church of Ireland;

£3500 to the Bishop of Down for a liturgy book, and related leaders’ book, for Palm Sunday through to Easter Day, on the understanding that of the print run of 10,000 and 1000, 3000 and 300 copies will be available for the wider church.

ACTION PLAN 2015

- 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 two 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*.

APPENDIX E

CHARITIES REGISTRATION MONITORING GROUP REPORT 2015

Membership:

Most Rev Richard Clarke (Chairman)
Mrs June Butler
Ven Andrew Forster
Mr Sydney Gamble
Mrs Ethne Harkness
Mr Lyndon MacCann SC
Ven Leslie Stevenson
Mrs Sylvia Heggie or Mrs Jennifer Byrne (alternate)

The Joint Working Group set up by the RCB and the Standing Committee is monitoring the process of registration with the new charity regulatory authorities in Northern Ireland and the Republic of Ireland, assisting with answers to questions that arise in respect of registration of Church bodies and producing materials to assist registration.

Both the Charity Commission for Northern Ireland and the Charities Regulatory Authority in the Republic of Ireland have worked very closely with the Church throughout this process.

Northern Ireland

Pilot Scheme: Mrs June Butler, Diocesan Secretary for the Dioceses of Connor and Down & Dromore, has led the pilot registration of these two dioceses, which will be completed shortly. The Representative Body engaged Mrs Nichola Brown to assist in the pilot registration process. Mrs Brown will also assist the remaining dioceses in NI as they proceed to register.

Republic of Ireland

The new Charities Regulatory Authority (CRA) was set up and began to register charities during the last year. A parallel process to that adopted in Northern Ireland for registration of church bodies was agreed with the CRA. An initial letter seeking information was sent to parishes before the end of 2014. Parish registration began in early 2015. The first dioceses to register were Dublin & Glendalough. The Representative Body engaged Mrs Suzanne Hendy to assist in the pilot registration process.

Two jurisdictions

Working with new legislation in two jurisdictions is challenging. The legislation is very similar, but not identical. Consequently, as the models for registration are agreed in Northern Ireland, where the process began earlier, the documentation is ‘proofed’ against the emerging process in the Republic of Ireland. As a result of differences in the forms for registration in the two jurisdictions, the actual statement of charitable purposes and

objects is recorded in a different mode. To accommodate this, a draft bill has been prepared to provide clear statements in respect of charitable purpose and objects to assist the registration of Church of Ireland bodies.

As registration of church bodies began, some minor revision of centrally agreed documents proved to be necessary. These changes were developed between the Working Group and the regulatory authorities and the final documents are presented by the Working Group to the General Synod for approval:

- Statement of Charitable Purpose (for use by charitable bodies operating under the structures and Constitution of the Church of Ireland)
- Statement of Public Benefit (for use by charitable bodies operating under the structures and Constitution of the Church of Ireland).

The first phase of registration will primarily engage parishes and cathedrals. Some charitable companies will also be registered, including Bishops Appeal (NI) Ltd.

Gratitude to members of the joint Charity Registration Monitoring Group & to staff of the regulatory authorities

This work is time-consuming and detailed and the Working Group thanks those who have assisted the Church as it begins the task of registration. We are very grateful to the staff of CCNI and to the Charities Regulatory Authority for the close working relationship that they have formed with the Church and for their helpful attitude and assistance. The Working Group also thanks diocesan secretaries and their staff, members of Select Vestries and Cathedral Boards and all those who have contributed to this work.

Diocesan Registration

One point where it has been decided to take a slower approach on the advice of the regulatory authorities in both jurisdictions is in the registration of Dioceses. The initial proposal by CCNI in respect of the registration of Diocesan Trustees (i.e. registration of diocesan synods) seemed unwieldy. Similar concerns were being raised by our Covenant partner, the Methodist Church, in respect of registration of Methodist Church trustees.

Covenant Churches

A similar problem has arisen in respect of registration of churches relating to both the Church of Ireland and the Methodist Church in Ireland under Covenant arrangements. This matter is under discussion with the Methodist Church currently.

Cross border issues

A special category of charity is the cross-border charity. Arrangements are being developed to minimise the need for dual reporting. Any bodies confronting this particular situation will be guided with the assistance of the regulatory authorities in the two jurisdictions.

APPENDIX F

CHILDREN’S MINISTRY NETWORK REPORT

| | |
|--|--|
| Rt Rev Alan Abernethy (Chair) | Ven David Huss (Derry & Raphoe) |
| Dr Ken Fennelly (Board of Education RI) | Vacant (Clogher) |
| Rev Ian Ellis (Board of Education NI) | Vacant (Tuam, Killala & Achonry) |
| Mrs Lynn Storey (Sunday School Society) | Mrs Joanne Quill (Kilmore, Elphin & Ardagh) |
| Ms Lydia Monds (Sunday School Society) | Rev Jane Galbraith (Limerick & Killaloe) |
| Mrs Tammi Peek (Programme & Training Consultant) | Rev Elaine Murray (Cork, Cloyne & Ross) Diocesan Network Chair |
| Ms Amy McCrea (RI Officer) | Rev James Mulhall (Cashel, Ferns & Ossory) |
| Ms Julie Currie (Down & Dromore) | Rev Baden Stanley (Dublin & Glendalough) |
| Mrs Jill Hamilton (Connor) | Rev Janice Aiton (Meath & Kildare) |
| Rev Barry Paine (Armagh) | |

1. Redefining our vision & mission statements

The Children’s Ministry Network (CMN) has sharpened its purpose and remit through identifying its primary focus as: building up confident, capable Children’s Ministry leaders in the overall goal of seeing children welcomed and participating in the full life of the Church and coming to faith in Christ. Our Mission and Goals for 2015 and beyond are outlined below.

Church of Ireland Children’s Ministry Vision Statement:
{Serving churches in their ministry with children.}

Mission Statement:

The Children’s Ministry Network exists to be a voice for children’s ministry through supporting training and resourcing.

- (i) **A Voice for Children’s Ministry:** We are passionate about strengthening Children’s Ministry and committed to its integration into all aspects of Church life. We aim to keep it as an active priority of the Church.
- (ii) **Support:** Through the Network there is a relational approach to supporting leaders who are engaged in Children’s Ministry at parish and diocesan level. The Network highlights the important role of clergy in promoting and supporting Children’s Ministry within their parishes and advocates that each diocese should have a well-resourced Children’s Ministry Representative.
- (iii) **Training:** The Network provides parish and diocesan based training designed and delivered to meet local needs. The Network continues to implement training events by extending and sharing these programmes.
- (iv) **Resources:** The Network aims to provide up-to-date information on resources for use in Children’s Ministry. Further resources and contacts are available on our website www.cm.ireland.anglican.org and Facebook page www.facebook.com/churchofirelandchildrensministry

2. The Network's focus for 2015

- (a) **Guidelines & Training:** The Network is producing a pamphlet in time for General Synod that will provide more information about Children's Ministry, the work of the Network and will offer a 'Menu' of training opportunities available to dioceses. Training will be limited but can be tailored to specific needs such as running programmes in small spaces, ideas for working with boys, working with children with special needs, working with a wide age range etc. There will also be a focus on aspects of programmes ranging from craft to story-telling to creative prayer.
- (b) **Awareness raising & Advocacy:** The pamphlets will be available at General Synod and sent to all parishes. The Network intends to consult with the House of Bishops regarding the training and support needs in every diocese and to ask the Bishops to prioritise Children's Ministry.
- (c) **Cross Diocesan Training/targeted dioceses for training:** The Network will avail of the immense resources within the group and Representatives will provide cross diocesan training to benefit as many dioceses as possible.

3. Train the Trainer ideas & resources

The Network continues to meet twice a year to share together, encourage one another and take back resources to their respective dioceses for dissemination. It is also our desire that more Network reps feel equipped to provide diocesan training.

Practical ideas are shared, websites, Facebook pages, locally developed resources are swapped and resources for upcoming times in the year are handed out. Key elements of an excellent training are explored in order to continually upskill the training facilitators.

4. Our Prayer for Children's Ministry

In 2 Kings 4:1-7, a destitute woman cries out for help after being widowed and her children threatened with slavery to pay creditors. One of the first questions the prophet asks is 'what do you have in your house?' We believe that God is calling us not to respond to what we lack in Children's Ministry, but to identify what resources we have (people – trainers, children's ministry leaders, children, clergy, programme resources, enthused people who want to see this integrated into all parishes in Ireland) and work on responding faithfully to God to see the expansion of what we have to cover all our Children's Ministry needs.

APPENDIX G

THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND

REPORT 2015

Members

Most Rev Dr Richard Clarke
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
The Rev Martin O'Connor

Executive Summary

The Church and Society Commission (CASC) 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. Response to legislation including proposed laws on Abortion and Human Trafficking;
2. Resourcing the Church on issues of social theology;
3. Responses to press inquiries;
4. Representation to government on matters of social theology.

Report

The energies of the Commission have been focussed in the following areas.

Good Practice Resource

Commission Member Mr Andrew Brannigan produced a document entitled *Inside Out: Outside In* listing simple and effective resources for Churches seeking to deepen their community engagement. Part funded by CASC, this resource is available as a PDF Download from <http://www.downanddromore.org/mission2015/index.php>

Other Resources

CASC has gathered together resources on Suicide Prevention in both jurisdictions and is working towards an ‘at-a-glance’ resource signposting these resources. The Commission has also supported the *Flesh and Blood Campaign* (blood and organ donation) and an emergency ISPC Childline Appeal. Official launches for *Flesh and Blood* will take place in 2015. A proposed Environmental Charter will be presented to the General Synod in 2015 and we are grateful to the Ven Andrew Orr, who met with the Commission and provided much useful information as we seek to produce this document.

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. We have responded to other press enquiries as they have arisen. The Commission is indebted to Mr Paul Harron and Mrs Jenny Compston in the Church of Ireland Press Office for their assistance and advice in relation to press matters, as well as Mrs Janet Maxwell, Mr Garrett Casey and Mr Eoin Fitzpatrick in the Synod Office.

Representation to and engagement with Government

The Commission responded to Assembly Consultations on Human Trafficking Legislation and Abortion Legislation, which included meetings with the Justice Minister. We are grateful to those members of an *ad hoc* reference group who met to feed into the response to the Justice Department’s Abortion Legislation, a copy of which is appended.

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. We were pleased to welcome the Rev Martin O’Connor as a member but would welcome further expressions of interest for membership from others in the Republic of Ireland, especially outside of the Greater Dublin Area.

The following projects will be completed in 2015:

- Launch of *Flesh and Blood*;
- Presentation of an Environmental Charter to the General Synod.

The following projects are ongoing:

- Response to press enquiries;
- Engagement with government where appropriate.

**APPENDIX 1 TO CHURCH AND SOCIETY COMMISSION REPORT
CHURCH IN SOCIETY COMMISSION SUBMISSION TO DEPARTMENT OF
JUSTICE NI CONSULTATION ON ABORTION**

Preamble

The Church of Ireland affirms the fundamental biblical principle of the value of all life and recognises that every human being is made in the image and likeness of God. In ethical terms the Church of Ireland affirms the right to life as a fundamental ethical value from which all other values derive. The Church places value on the right to life of an unborn baby and the life of his/her mother. However, the Church also recognises that in circumstances of strict and undeniable medical necessity the care that medical professionals need to give may result in the termination of her pregnancy. The Church affirms the importance of compassionate, professional and ongoing supportive care for parents and families in these very difficult circumstances. The Church of Ireland's position on abortion as articulated in previous consultations is outlined in Addendum A.

Lethal foetal abnormality is a devastating reality for parents and their unborn baby. The Church affirms that the life of this baby is as important as any other baby and that he/she should receive the highest standards of care. The experience and wishes of parents in partnership with the expertise of clinicians are central to the care that is provided. Some parents use the limited time of their baby's life to find meaning in their loss and they should be supported in this choice. Other parents find that to continue their pregnancy is something that they cannot do, as to do so might place unnecessary suffering and anguish in a situation where their baby will never survive. In both situations the value of life is the core ethical principle. In both situations parents want what is best for their baby, and whatever decision is made they should receive the highest level of supportive and compassionate care.

The Church of Ireland recognizes that sexual crime is a gross violation of the integrity of a human being and that every sensitivity and care must be provided in these very tragic and devastating situations. We believe that early access to emergency support, counselling and care - which may include emergency contraception - is the most preferable pathway of care that will also facilitate healing and recovery. Consonant with our position on the value of life we believe that the circumstances of the conception do not alter the value of that baby's life. Alongside this, it is self-evident that ongoing support for those who are the victims of sexual crime must be readily available and of the highest standards.

Lethal foetal abnormality

1. Several options have been put forward in chapter 4 to create an exemption in the criminal law on abortion, to provide for termination of pregnancy in cases of lethal foetal abnormality. The Department has set out its preferred option for defining what is meant by 'lethal' and ensuring that the law will apply only to such cases. The paper seeks views from respondents. This paper outlines the response prepared by the Church and Society Commission of the Church of Ireland.

2. Should the law allow for abortion in cases of lethal foetal abnormality? Yes. However we would like further clarity about how and when this might be considered. We believe that expediting birth and providing perinatal palliative care and support is consonant with our understanding of the value of the life of a baby with a lethal abnormality. We have objections to feticide (the direct and intentional killing of human life) as a form of termination

in cases like this. We support the de-criminalisation of intervention only in these exceptional cases.

3. If so, how is this best achieved?

Option 4 as proposed, based on clinical judgement, we believe is the best way to provide for termination of pregnancy in situations of lethal foetal abnormality. Please also refer to 2 above.

4. How would you define ‘lethal’?

We would define lethal as a diagnosis that a baby has a condition that is incompatible with life outside the womb or in the immediate period of time following birth.

5. Do you agree that the best way is to allow clinical judgement to decide when a foetus is not compatible with life?

Yes. We believe that this is the most prudent way as it allows for clinical judgement to be exercised within a clear statutory framework, especially in situations where there is a gradient of severity.

Sexual Crime

6. Should the law also provide for abortion to be a choice in the event of rape?

We do not advocate a change in the law with regard to abortion and sexual crime. Rape is a profound violation and all victims deserve the utmost compassion and professional support. The Church of Ireland remains utterly committed to the pastoral support of those who find themselves in such a situation, and will remain committed to providing pastoral care to victims. We affirm the value of life of both a mother and her unborn baby. Consonant with this position many people in the Church feel that to intentionally terminate the life of a baby conceived in these circumstances cannot be sanctioned as to do so would inflict a violation on the right to life of a baby. This is the most straightforward outworking of our longstanding position of termination being appropriate only when there is ‘strict and undeniable medical necessity’. In such instances, there is no way forward that will bypass trauma, and it is imperative that pastoral, clinical and where appropriate judicial support is made available in a simple, accessible manner regardless of circumstance.

7. Should the law allow abortion only for women who have been the victim of rape?

We refer to our answer in Q6.

8. Should the law allow for abortion for victims of other sexual crime, such as sexual activity with a person under the age of 16, abuse of a position of trust, unlawful sexual activity with a vulnerable adult?

We refer to our answer in Q6.

9. Should the law provide for abortion in cases of familial sexual activity with a person under 18, and sex between adult relatives?

We refer to our answer in Q6.

10. Should it be necessary to have made a complaint to the police before accessing a termination?

We refer to our answer in Q6. All victims of sexual crime should be supported to report this crime and to receive all the support required. To this end, adequate resources must be allocated to make the reporting of such a traumatic experience as straightforward, unthreatening and

accessible as possible. The Consultation paper does not explore this fully and we have not done so but we would welcome further comparative research and analysis on this issue.

11. Does this need to be time limited?

We refer to our answer in Q. 10.

12. Should a police report be required and what would this say?

We believe that medical care and police reports should not be co-dependent. No patient should require a police report to access a lawful medical procedure.

13. How would all this be achieved to allow for an early termination and is this an issue?

We refer to our answer in Q. 12.

14. Or should the exemption apply with no requirements, other than a declaration to her medical practitioner by the woman, that the pregnancy is the result of a sexual crime committed against her?

We refer to our answer in Q. 12.

15. In the case of incest, who is going to determine when an incestuous relationship has occurred and how is this proved?

We refer to our answer in Q. 12.

16. In other words, how could we ensure that the law would work as intended, has no unintended consequences and that there would be legal certainty in these cases?

We refer to our answer in Q. 12.

Conscientious objection

17. Should there be a right to conscientious objection for those who participate in treatment for abortion in respect of (i) lethal foetal abnormality and (ii) sexual crime?

Yes. We believe in the right of conscientious objection where there are ethical concerns on the part of a member of staff except in situations of life saving procedures. However we also believe that healthcare facilities must make provision for adequate staff to care for patients who wish to access services that are lawful.

18. Should that right be confined to involvement in the actual procedure which results in termination (e.g. giving the abortion medication, carrying out or assisting in the surgical procedure?)

We believe that conscientious objection should only apply to those involved in the direct provision of care as outlined in the question.

19. Should the right cover participation in all treatment related to abortion, including both pre and post procedure nursing care?

Please refer to answer to 18.

20. Should it also cover all associated, but not direct duties, such as supervising and supporting other staff, and delegating tasks to staff involved in the provision of care to patients undergoing medical termination at any stage of the process?

Please refer to answer to 18.

ADDENDUM A

This consultation document is in the name of the Church and Society Commission of the Church of Ireland. The Commission exists as an advisory group, serving the Standing Committee of the

General Synod and engaging with government on particular issues, including issues of legislation such as this consultation. An informal reference group provided an initial draft which was commented on by the Standing Committee before a final draft was produced by the Church and Society Commission.

The Commission does not in and of itself determine the opinion of the Church of Ireland, and is empowered only to reflect the theological standpoint of the Church as expressed through the General Synod. Any changes to such an ethical or theological stance can only be made by the General Synod of the Church of Ireland. This is the first time a body within the Church has addressed the matter of termination of pregnancy resulting from sexual crimes. This document is very much a reflection of the existing ethical stance the Church has taken on termination of pregnancy over the years, as outlined below:

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 made an official comment on behalf of the Church of Ireland to the government 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.’

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 2 TO THE CHURCH AND SOCIETY COMMISSION REPORT

THE CHURCH OF IRELAND BOARD FOR SOCIAL RESPONSIBILITY NI

Membership of the Board

| | |
|-----------------------|----------------------|
| Rev Dr Jonathan Barry | Mr Robert Stinson |
| Mr Arthur D Canning | Ms Patricia Leinster |
| Mr Glen Glenn | |

Staff

| | |
|-----------------------|--|
| Mr Ian Slaine | Chief Executive |
| Mrs Patricia Gilbert | Senior Social Work Practitioner |
| Mrs Gerry McCluskey | Senior Social Work Practitioner |
| Mrs Lynda Graham | Senior Social Work Practitioner (resigned August 2014) |
| Mrs Marie Walker | Administrator |
| Mrs Seline Turkington | Sessional Counsellor |
| Ms Adele Lappin | Sessional Counsellor |
| Mrs Christine Wilford | Sessional Counsellor |
| Mrs Judith Williamson | Sessional Counsellor (commenced December 2014) |
| Mrs Karen Simpson | Sessional Counsellor (commenced December 2014) |

INTRODUCTION

The Report on the Church of Ireland Board for Social Responsibility (NI), hereafter the Board, provides an overview on the 2014 Calendar Year.

The focus on the Report is on:

- Our relationship with the Church;
- Finance;
- Service Delivery.

RELATIONSHIP WITH THE CHURCH

In 2014 members of the Board were still engaged in on-going meetings with representatives of the Standing Committee of the Church of Ireland regarding the relationship between the Board and the Church of Ireland.

Both parties recognise there remains a need for on-going and active consideration of the relationship and the way forward.

FUNDING

The Board is dependent upon funding from a range of sources. Each funder brings expectations with regard to service delivery and audit control. The Board aims to meet all such expectations. Information is provided on our key funders and the associated expectations.

Core Grant – received from the Department of Health, Social Services & Public Safety – towards the provision of our adoption service, in particular post adoption support and in provision of the Fertility Counselling Service.

Service Level Agreements – for specific services. These include Service Level Agreements with:

- Belfast Health & Social Care Trust in respect of provision of Fertility Counselling to the Regional Fertility Centre;
- GCRM Belfast to provide Fertility Counselling to patients of this private Fertility Clinic;
- The Health & Social Care Board – in respect of Independent Counselling and Support to persons affected by Adoption – the Next Step Service;
- Voluntary Trust Funds – examples include the Dean of Belfast/Black Santa Appeal, the Enkalon Foundation. All such funds are restricted to a specific purpose as agreed with the funder;
- Donations to the Conference “Becoming a Family with the Help of a Donor” received from a range of sources e.g. Origin Fertility Care, McLernon & Moynagh Solicitors, GCRM Belfast, Medical Surgical. All monies received were used to meet overheads associated with running the Conference;
- Church donations – The Board receives donations from the Church of Ireland at a range of levels, Central, Diocesan and Parish. Funding is used to maintain service-delivery;

The current economic climate is one in which funding availability is ‘tight’. The Board, as with other Voluntary Agencies, is finding this to be the case.

The Board welcomes the support provided by Robert Moore Associates and our Auditor, ASM, Newry.

STAFFING

In August 2014 Mrs Lynda Graham, Senior Social Work Practitioner/Counsellor resigned from the Board. Lynda was the lead staff member involved in developing our Next Step Service – independent counselling and support in adoption. Lynda’s leaving was a major loss to the Board in terms of expertise built up over time in developing Next Step.

SERVICES

i. Adoption Routes

Adoption is the original core service of the Board. Among the earlier names of Adoption Routes included the Church of Ireland Rescue League. A name reflects social attitudes in so many ways.

In 2014 Adoption Routes re-commenced active participation in the recruitment and assessment of prospective adopters. This was carried out through developing a working relationship with a sister agency in England – Adoption Matters, Chester. Our aim is to develop a link with this agency which has a strong and long-established reputation in adoption in Britain.

In 2014 Adoption Routes processed four adoption enquiries from prospective adopters. One couple had an adoption assessment almost complete by the end of 2014. For two

couples, training is planned. With a fourth couple it was decided not to proceed to assessment.

Our primary aim in assessing prospective adopters is to meet the needs of local children for adoption. All local Health & Social Care Trusts will be provided with details on approved adopters in order to meet the needs of children in their care who are available for adoption.

In addition to the assessment of adopters Adoption Routes continues to provide support to adoption placements, and provide post adoption counselling and access to birth records.

In the year concerned Adoption Routes provided:

- Adoption Support to existing placements – age range of children 12 to 15 years – 8 cases;
- Access to Birth Records – 37 referrals.

Adoption Routes remains an active participant in:

- The Belfast Health & Social Care Trust Adoption Panel;
- The Northern Ireland Social Work Advisory Group of BAAF in Northern Ireland;
- The Northern Ireland Post Adoption Social Workers' Group;
- The Review Panel of Adoption Policy & Procedures in Northern Ireland.

ii. Next Step

Next Step is the independent support and counselling service in adoption for birth families of children placed for adoption.

Next Step operates as an independent service for birth parents and other family members. In Northern Ireland most children are placed for adoption following statutory intervention by Social Services Trusts. Next Step is there to provide support to the birth family but not to assist with returning the child to the birth family.

Next Step is provided by the Board in association with the Family Care Adoption Service. In 2014 a total of 122 referrals were received by the Next Step Service – this compares with 83 in the previous year.

The loss of our key worker – as stated above – had an impact on the service provided. As an interim measure in late 2014 a number of Sessional Social Workers and Counsellors were recruited to meet the needs of service users.

A significant change in a small voluntary agency such as ours – with the loss of a key staff member gives us the opportunity to review our practice and overall service delivery. Our aim is to commence this process in early 2015.

Next Step has a Project Team made up of key stakeholders to provide an overview, advice and support for the service. The work of the Project Team is much appreciated.

The on-going financial support and interest of the Health & Social Care Board in the provision of Next Step is also welcomed by the Board.

iii. Fertility Counselling Service NI

The Board, through the Fertility Counselling Service NI continues to be the lead provider of this specialist counselling service in Northern Ireland. In addition Fertility Counselling Service personnel are also active members of the British Infertility Counselling Association through membership of both the National Executive Committee and the Accreditation Board, they are also members of the Irish Fertility Counsellors' Association.

In 2014 the Fertility Counselling Service NI maintained a contractual relationship with the Regional Fertility Centre, Belfast, the only local National Health Service provider of infertility treatments e.g. In Vitro Fertilization, Donor Insemination etc.

In addition in the year concerned the Fertility Counselling Service NI entered into a contractual relationship to provide a dedicated Fertility Counselling Service to a new private clinic – GCRM Belfast. This contract was signed in February 2014.

In 2014 the number of new referrals received were:

- 252 (in 2013 we received 280 new referrals) for the Regional Fertility Centre;
- 40 for GCRM Belfast (the period February to December 2014).

In 2014 the Fertility Counselling Service NI ran a Conference entitled “Becoming a Family with the Help of a Donor”. The Conference was supported financially by attendees, plus, a range of clinics and drugs companies as stated above. The financial support was much appreciated – the Conference was attended by 75 users and 20 professionals.

The 2014 Conference was a follow-on to our successful 2013 event focusing on the same issue for parents of donor conceived children. Our aim is to continue running the Conference on an annual basis based on user feedback.

In addition in 2014 Fertility Counselling Service NI Personnel provided training to a range of organisations and professionals including:

- Adoption Social Workers in 3 voluntary adoption agencies in the Bristol area;
- On behalf of the Irish Hospice Association, Dublin;
- To Fertility Nurse Specialists from across Ireland in Dublin.

iv. The Church of Ireland Disability Committee

The Church of Ireland Disability Committee is a Committee of the Church of Ireland General Synod. The Board is an active member of this Committee through its Chief Executive, Mr Ian Slaine. The Board provides secretarial support to the Disability Committee.

v. The Commission on Social Action

The Board is an ex-officio member of the Commission on Social Action. Our acting Chairperson, Mr George Glenn, attends meetings of the Commission.

vi. Social Outreach

Our ability to provide social outreach – an original expectation when the Board was set up in 1988 is limited due to our resources, and as a result of our emphasis on providing specialist counselling and social work services.

The Board continues to receive toys each Christmas from Parishes across Northern Ireland. These Parishes include:

- St Thomas', Belfast;
- Saint Macartin's Cathedral, Enniskillen;
- St Nicholas', Carrickfergus;
- St John's, Rathfriland;
- St Matthew's, Richhill.

The toys are re-distributed through a range of organisations, including:

- Willowfield Parish Community Association;
- St Michael's Parish, Shankill, Belfast;
- Social Services, Child Care and Children's Disability Teams;
- Fibromyalgia Trust.

vii. New Tenant

Adopt NI is a local charity providing support to adult adoptees, adopters and birth parents.

It was Adopt NI who approached the Board to rent accommodation. Following some internal reorganisation and structural changes this was achieved.

The major practical impact was on our Administrator, Mrs Marie Walker. Marie has coped in an admirable fashion with the changes.

The arrival of Adopt NI appears beneficial to both organisations. Both organisations have recognised opportunities to develop further areas of work and in co-operation. In addition it has provided the Board with a new source of income.

viii. Charity Commission

The Board was called forward to register by the Charity Commission for Northern Ireland in 2014.

Our application to retain our charitable status with this new organisation was completed in late December 2014.

CONCLUSION

The Board continues to operate as a provider of a range of specialist social work and counselling services in Northern Ireland.

2014 was a challenging year in many ways for the Board. Out of the challenges came opportunities for growth.

The Board recognises a need to clarify our relationship with the Church of Ireland, at all levels, as a key objective in 2015. The support of the Board's parent body, the Church, is a key to giving the Board a strong base from which to extend its service provision.

APPENDIX H

COMPLAINTS COMMITTEE INCOME AND EXPENDITURE REPORT

GS Complaints procedure

| | 2014 Total € | 2013 Total € | 2012 Total € | 2011 Total € | 2010 Total € |
|-----------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Income | | | | | |
| Deposits | (723) | (735) | (1,470) | 0 | (2,091) |
| Less - deposit refund | 723 | 735 | 0 | 0 | 697 |
| Support from General Purpose Fund | 0 | (991) | | | |
| Net deposits | <u>0</u> | <u>(991)</u> | <u>(1,470)</u> | <u>0</u> | <u>(1,394)</u> |
| Costs | | | | | |
| Legal - External | 0 | 24,537 | 0 | 41,612 | 60,604 |
| Legal - In-House Legal | 0 | 24,120 | 7,220 | 8,082 | 18,239 |
| Technical | 0 | 0 | 0 | 5,000 | 1,220 |
| Expert witness costs | 0 | 0 | 0 | 0 | 2,195 |
| Administrative and secretarial | 0 | 0 | 0 | 2,394 | 10,893 |
| Travel & subsistence | 0 | 3,845 | 0 | 792 | 1,208 |
| Sundry | 0 | 1,838 | 0 | 0 | 369 |
| | 0 | | | | |
| | <u>0</u> | <u>54,341</u> | <u>7,220</u> | <u>57,881</u> | <u>94,728</u> |
| | <u>0</u> | <u>53,349</u> | <u>5,750</u> | <u>57,881</u> | <u>93,334</u> |

Costs will be charged to the income and expenditure account in the year the complaint hearing takes place.

APPENDIX I

HISTORICAL CENTENARIES WORKING GROUP

Membership:

The Bishop of Clogher, The Rt Rev John McDowell (Convenor)
Dr Kenneth Milne (Church of Ireland Historiographer)
Ven Ricky Rountree (representing the Liturgical Advisory Committee)
Ven Robin Bantry White
Professor David Hayton (co-opted)
Mr George Woodman (co-opted)
The Rev Earl Storey (in advisory role)
Dr Paul Harron (in advisory role)

The Historical Centenaries Working Group met regularly during 2014 and early 2015, almost always by teleconference, and through its work organised or supported a varied number of projects during 2014. It is also planning further events in 2015 and for 2016.

The outbreak of World War One was the most significant event for the Decade of Centenaries in 2014. There were numerous events and projects organised throughout Ireland in connection with this anniversary and the challenge for the Working Group was to organise something distinctive to the Christian tradition.

A symposium entitled ‘The Ethics of War’ was held in the Music Room of Christ Church Cathedral, Dublin in November, close to Remembrance Sunday. The principal speaker was the Rev Professor Nigel Biggar, Regius Professor of Moral and Pastoral Theology in the University of Oxford. Professor Biggar had published a reconsideration of the Just War Theory in his book *In Defence of War* earlier in 2014.

Professor Biggar’s presentation was responded to by Professor Keith Jeffery of Queen’s University, Belfast (QUB) who has written many books and articles relating to Ireland and the First World War including *Ireland and the Great War*. The lively debate following the presentation and response was chaired by Professor David Hayton, also of QUB. The symposium was attended by c.100 participants and the Church of Ireland Press Officer provided a full report for the *Church of Ireland Gazette* which is also available on the Church of Ireland website.

The Working Group, through the Church of Ireland Press Office, also organised an innovative Short Story Competition for 15-21 year-olds with an attractive €1000 first prize whose theme was broadly ‘Ireland and The First World War’. The judging panel was chaired by the renowned Irish novelist Mr Glenn Patterson and considered thirty-five high quality entries, awarding the first prize to Ms Carys Aldous-Hughes from Wales for her story ‘An Inhumane Humanity’; the runner-up prize was awarded to Ms Alice O’Donnell from Co Cork for her story ‘One Woman’s War’; and a Highly Commended prize was awarded to Ms Kathryn-Anne Frazer from Co Antrim for her story ‘Recall’. These, along with four other selected stories, were published on the Church of Ireland website in early 2015.

The Working Group also provided some financial, organisational and PR support for two other projects during the year. The first of these was the making of a poignant short film about the discovery of letters from the Western Front to the Rev Arthur Barton, then rector of St Mark's, Dundela and subsequently Bishop of Kilmore and Archbishop of Dublin. The film project was managed by Dr Susan Hood of the RCB Library with assistance from the Church of Ireland Press Officer, Dr Paul Harron. Entitled *The Boys from East Belfast*, it was given a public screening at St Mark's, Dundela on 10 November and subsequently uploaded to the Church of Ireland website – it is available to view at <http://ireland.anglican.org/news/5414>

The second project involved the provision of a small grant to Cumann Gaelach na hEaglaise to mount a travelling exhibition of its history since its founding in 1914. The exhibition opened in Christ Church Cathedral, Dublin and has toured to Galway, Kerry, St George's, Belfast, Kilkenny and to the Linen Hall Library, Belfast in March 2015.

The Working Group continues to liaise with the Liturgical Advisory Committee (LAC) and during October 2014 material which the LAC produced in order to commemorate the War during Remembrance-tide was produced and publicised.

The Working Group is, following an independently organised conference commemorating the centenary of the Gallipoli landings in April held at Kells Church of Ireland (Meath), planning to mark Gallipoli in Autumn 2015. It is also planning to organise a pre-2016 special event in early October 2015 in Belfast outlining 1916/2016 'then and now' every-day and historical viewpoints of 'ordinary' Protestant people from the (now) Republic of Ireland to a Northern Irish audience.

Plans are also underway to organise a keynote Church of Ireland event with leading speakers on the theme of 1916 and the Irish people in February 2016, once again using the auspicious surroundings of the Music Room at Christ Church Cathedral, Dublin.

APPENDIX J

HISTORIOGRAPHER'S REPORT

Historians have long pondered how librarians and researchers could best cope with an information explosion that shows no sign of abating. However, a major role in addressing the challenge has been played by digitisation, and the Library of the Representative Church Body has not been slow to take advantage of the new technology. Several articles in the new 2014 issue of *Irish Archives*, which is devoted to the records of the Church of Ireland and was launched by the Minister for Education and Skills, Ms Jan O'Sullivan, TD at St Patrick's Deanery on 3 November, demonstrate how extensively the library has taken advantage of the possibilities presented by digitisation at a time of increasing publishing costs. Not only does digitisation make possible the worldwide accessibility of 'Archive of the Month', but the publication of parish registers (baptisms, marriages and burials) for instance those of Derryloran and St Peter's Drogheda (Armagh) and Taughboyne (Raphoe), can now be accessed on-line, while hardcopy print-outs are also available in the library.

Under the imprint of Church of Ireland Publishing 'The Braemor Studies Series' has appeared, comprising of dissertations submitted by students of the Church of Ireland Theological Institute in fulfilment of the requirements of the degree of M.Th. The general editor of the series is Dr Susan Hood and three titles are now available: *The New Masculinity movement: a viable model for engaging men with God and the Church*, by Alistair James Morrison; *New Monasticism: a catalyst for the Church of Ireland to connect with society*, by Jonathan Campbell and *The place of lament and the 'catharsis of the complaint' in response to the problem of evil* by John M. Godfrey. A fourth title, *Occupy Faith: the movement of movements and its implication for Christian practice* by Rob Clements is due to be launched imminently. This series, promoting as it does the publication of the fruits of academic research and food for study through these changing times, should be an encouragement to both laity and clergy to put their ideas into print, a service also provided by the journal *Search* which was re-launched in a fresh format during the year. *Search* and the *Church of Ireland Gazette*, in their distinctive ways, provide an invaluable stimulus and publishing opportunity for Church of Ireland authors and reviewers. The unbroken files of the *Gazette* and its forerunner, the *Irish Ecclesiastical Gazette*, in the RCB Library are a rich resource for journalists and historians, not least in the present 'decade of centenaries'. *Gazettes* for 1913 and 1914 are available online in a fully-searchable format via the 'Archive of the Month'.

Late 2013 saw the publication of the lavishly-produced *The Church of Ireland: an illustrated history* (ed. Claude Costecalde and Brian Walker (Booklink, Dublin). Canon David Crooks' *Clergy of Ossory biographical succession lists* (Ulster Historical Foundation and the Diocesan Council of Cashel, Ferns and Ossory) appeared in 2013 and 2014 should see the publication of his editions of Canon Leslie's (unpublished) 'Clergy of Limerick' and Leslie's published *Clergy of Ardfert and Aghadoe*. Canon Crooks has also written a history of the parish of

Killea (Raphoe,) while Tarbert Historical and Heritage Society has produced a *History of St Brendan's, Tarbert* (Kilnaughtin) in the diocese of Ardfert. Church of Ireland readers should also be interested to read Paul MacCotter, *A history of the medieval diocese of Cloyne* (Columba Press, 2013), a study of that diocese in the undivided Irish Church. Darragh Curran, *The Protestant community in Ulster, 1825-45* (Four Courts Press, 2014) takes as its subject 'all strands of Protestantism'. Two recent parish histories include *Kill O' the Grange Church of Ireland: One Generation Shall Praise Your Works to Another* (ed. Mary Williams) and Hazel Philson's *The Little Church on the Walls*, published in 2013, records 1500 years of history in the parish of St Augustine, Derry.

A notable addition to the list of episcopal biographies was the publication of Aonghus Dwane's *Donald Caird: Church of Ireland Bishop, Gaelic Churchman* (Columba Press, 2014), which throws considerable light on the experience of a Church of Ireland bishop whose episcopate included service in Limerick, Meath and Dublin in momentous times and who was noted for his deep commitment to the Irish language.

Church of Ireland scholars, clerical and lay, have over the centuries contributed enormously to the writing of Irish history. Their motives and their methods varied greatly, and they have undoubtedly played a significant role in the formation of public opinion in the Church (and probably beyond). They have certainly made a mark on the *mentalité* of the Church as a body, and on its members, not least on how it perceives itself. It is therefore fitting that the Church of Ireland Historical Society is planning the publication of a study of Church of Ireland historians and historiography, more particulars of which will emerge in due course.

This report began with reference to new forms of publication and the unprecedented technological services that are now available to historians and the general public. I have only touched on a limited selection of writings of specific interest to those concerned with the Church's history, so it may be worth reminding readers that they can keep abreast of new publications by consulting the Royal Irish Academy's database <irishhistoryonline.ie>. This resource is constantly updated and its 'search' pathway will guide researchers to a vast range of material pertaining to the Church of Ireland.

Kenneth Milne

APPENDIX K

IRISH CHURCHES PEACE PROJECT

The Irish Churches Peace Project (ICPP), a partnership of the Church of Ireland, Methodist, Presbyterian and Roman Catholic Church and the Irish Council of Churches, has reached the end of its second year of operation and it has been extremely encouraging to reflect on the progress that has been made across its wide range of programmes.

The project has continued to work with groups across its six main areas: Greater Belfast, Newry & Mourne, Craigavon, Mid Ulster, Enniskillen & the Border Region and Strabane & the Northwest.

In 2014 the project saw many of the inter-church networks develop to include many lay representatives and the conversations became increasingly focused on what people could do together to address some of the issues of concern in their communities. This has seen the formation of many new friendships and tribute should be paid to the considerable number of people who have taken fresh steps to becoming involved in the work of the project. Initiatives have ranged from a short series of inter-church events to large-scale community events.

The key message coming out of this project is that churches working together is positive, uplifting and beneficial to everyone. Furthermore all of this can happen without the necessity for groups to compromise on their theological beliefs. Society is also changing and in times of austerity increasing numbers of churches want to engage in the bigger picture and this is most effective when churches do this together.

Amongst some groups there have been deeper conversations looking at issues such as racism, victims, trauma and forgiveness. ICPP has focused on creating the safe spaces necessary to help small groups engage in such discussions, supporting the steps required to promote mutual understanding and addressing the legacy of the past.

One of the great successes of the project has been the production of a programme looking at forgiveness entitled “A Step Too Far”. This resource was developed in-house by ICPP staff and looked at bringing different sections of a local community together to examine the theme of forgiveness, specifically the need to nurture a culture of forgiveness and how to deal with memories and past events. After being piloted with a group in Castlewellan in Easter 2014 the series has now been delivered to participants in Portadown, Enniskillen, Londonderry and North Belfast. The underlying theme of forgiveness is at the core of the work of ICPP and its vision for *a peaceful and stable society, with a shared and better future for all.*

The project has also looked at the area of cultural diversity in towns such as Newry, Lurgan and Strabane. These are areas which already have a wide range of rich cultures even before the consideration of the impact of migrant communities. ICPP recognised that many people struggle with the issues linked to multiculturalism in their local

community and has sought to tackle this by running events designed at celebrating differences and using them as opportunities to learn from each other. Series were tailored to each group of participants so that there was an appropriate balance between creating an open, honest and relaxed environment whilst addressing the need for some to engage in deeper, more challenging discussions.

ICPP is not just about the establishment of new programmes and groups. It has also strived to support ongoing initiatives within communities. In 2014 the project undertook work to provide assistance in a number of wide-reaching and exciting programmes. In the Northwest ICPP supported the inaugural “Tour de Foyle” charity event which brought together a wide range of cyclists in what will hopefully become an annual event. In Portadown ICPP worked with a local families group and the borough council to deliver an “All Things Family” fun day. This provided a platform for local agencies to engage with the wider community. In Coagh and Portadown ICPP supported a number of Christmas-themed events demonstrating practical support for local schools, community groups and performers.

Building a peaceful and stable society and a shared future requires that people at every level of society be involved. It is also a process that must continue well into the future. ICPP has therefore sought to engage not just with clergy and lay people currently in churches, but also with future leaders. The most effective approach for the delivery of this is in the seminaries and theological colleges where these future leaders are trained. ICPP has sought to stimulate the contacts between the colleges and to ensure that reconciliation issues are part of their curricula. Whilst there are still challenges to overcome in the co-ordination of course delivery, significant steps have been taken in the past year which will lead to colleges working more closely and more effectively with each other.

As ICPP, in its current form, ends in June 2015 it is the desire of ICPP staff to leave a significant legacy. The hope is that that existing groups and networks will continue to work together, will continue to grow and will continue to inspire others to be the difference in their communities.

APPENDIX L

**REPORT TO THE ANGLICAN AFFAIRS WORKING GROUP AND TO THE
CCUD ON RECENT THEOLOGICAL CONVERSATIONS WITH THE
MORAVIAN CHURCH**

Ever since the Fetter Lane Agreement (1996), the Church of Ireland has gladly acknowledged the Moravian Church to be one of its most special ecumenical friends. The Church is very small in numbers in Ireland, with its congregations concentrated in south Belfast and in the architecturally delightful and historic settlement at Gracehill in Co Antrim. There has indeed long been a close working relationship between the Moravians at Gracehill and the local Church of Ireland parishes in the diocese of Connor. There is no longer a Moravian Church in Dublin, although a small community there does assemble from time to time.

The development of relationships with the Moravian Church is of course textured by the fact that Moravians in Britain and Ireland form a single province. It is difficult, therefore, for the Church of Ireland to engage in one to one conversations with the Moravians without the presence and insights of those who have been involved in analogous ecumenical conversations in the Church of England. It should be noted also that in the past the Church of Ireland has very often simply aligned itself with what the Church of England has done to find common ground with the Moravian Church. The spadework for the Fetter Lane agreement, which did so much to explore common history, theology and possibilities of shared mission was very much an English document that the Church of Ireland ‘bought into’. More recently, the Church of Ireland has been taking an initiative of its own in building on and indeed working out the consequences of Fetter Lane, but there has been an active and highly encouraging process of observation (in the best sense of the term) from England.

Motivated largely by the fruitful recent discussions with the Methodist Church, the Church of Ireland felt it would be timely to explore again matters of common understanding regarding faith and order with the Moravian Church. The essential common theological ground is already regarded as extensive, and each Church discerns the living apostolic faith in the life, gospel proclamation and sacraments of the other. Moravian liturgy in these islands borrows extensively from Anglican sources, and shares a sense of the essential relationship between *lex orandi* and *lex credendi*. Moravians are committed not only to the threefold ministry but also to the principle of personal episcopate, exercised by bishops who are ordained by a plurality of other bishops and who remain in that office for life, exercising oversight alongside the Provincial Board. Rather refreshingly, Moravian bishops are not diocesan bishops as we know them, and a number of them work within the life of their province. They have a duty to teach and guard the faith, to signify and uphold the Church’s unity and in particular to provide pastoral oversight and care for the presbyters whom they ordain. In short, there is little about a Moravian bishop that would have been unfamiliar in the Irish Church in the first seven pre-diocesan centuries of its existence, even if some of the actual tasks of bishops in modern Anglicanism seem rather different Residual Anglican scruples about apostolic

continuity in the case of Moravian bishops have actually largely been addressed in the analogous context of Porvoo – that when the literal episcopal succession may have been broken not through defective intention but through inevitable circumstance it is the people of God themselves who ensure the continuity of the apostolic tradition; the historic episcopate being a sign rather than a guarantee of that continuity. Whatever interruptions the Moravian succession may have experienced in the past prior to times of renewal and revival (notably when the Church was renewed with strong awareness of its fifteenth century Hussite roots in the early 1700s at Herrnhut in Saxony, famously associated with Count von Zindendorff), there is little or no reason to have scruples now about how the succession is cherished, maintained and in several places (such as the US) now very much integrated into the wider ecumenical catholicity of the Church. The really important point is that for Moravians episcopal ministry, personally exercised and from which other ordained ministry derives, is absolutely essential to the good order of the Church.

Thus many of the issues central to recent discussions about interchangeability of ministry with Methodism simply do not arise in the case of the Moravians, and it would be true to say that the progress made with the Methodist Church gives us good reason to consider that failing to make similar progress with the Moravian Church would be inconsistent indeed. Moreover, we have watched with interest how in the United States of America TEC and the Moravian Church have entered of late into a relationship of full communion, based on the document *Finding our delight in the Lord* which we have considered carefully. Indeed it was the appearance of that document, along with the stimulus offered by the Irish Methodist talks, which led the Standing Committee to instruct the Anglican Affairs working group of the Commission on Christian Unity and Dialogue (CCUD) to consider whether the American document could offer a template and a precedent for similar developments in Ireland. The Group was charged with reporting in due course to the Standing Committee, having first presented its conclusions to the CCUD.

Apart from a number of initial and more informal contacts, the Working Group has met a similar group from the Moravian Province of Britain and Ireland residentially on two occasions, in 2013 in Kilkenny and in early 2014 in Gracehill. We have to say that the conversations have been extremely warm, thorough and hopeful with a clear desire for progress on both sides – as one of the observers afterwards wrote – ‘This was never about the acceptability of the other side, but a discussion among friends’. Mutual participation in each others Eucharistic worship was an integral part of the encounters on both occasions. We have been fortunate that we have been able to include in our discussions both Moravian and Anglican observers from the US who were themselves involved in the drafting of *Finding our Delight*. We also had at the 2014 meeting an observer, Dr Callan Slipper, from the Church of England Council for Christian Unity so there was no danger of us discussing matters that might by implication involve Anglican/Moravian relationships in England without the C of E having a presence, and in effect a voice, at the table. Progress in this matter has hitherto been slightly slower in England... perhaps because of the delays over the issue of women in the episcopate ... perhaps because so much effort had been put into the Fetter Lane part of the process that there was a temptation to sit back rather than to move on. However, it must be said that all involved considered the Irish conversations to be of importance and potential that went far beyond

the mere local context. This was indicated by, to be blunt, the amount that was invested by the other people involved in order to advance the cause. Two people were flown across the Atlantic (one twice), the Church of England gladly paid the expenses of its own observer, the tiny Moravian community in Ireland not just offered generous hospitality but arranged for some of its delegation, including a bishop, to travel from Britain. By contrast the Church of Ireland group had no budget to do its work, and we either paid for ourselves or were glad to receive kind support from the Dioceses of Cashel Ferns and Ossory and of Clogher, available because of the personal involvement of the bishops of those places. It does raise a serious question, even in these lean times, about how we do our ecumenical business.

But to return to the main issues. Naturally the *Finding our Delight* document deserves careful reading and we found we could readily say AMEN to much of what it had achieved. However the following are some of the issues where we felt we might need to emphasise our own concerns, or even proceed differently.

- In the US there was a ceremony to inaugurate the new relationship where Anglican bishops and Moravian bishops laid hands on one another as a gesture of mutual recognition and welcome. We felt, however, that such a rite could be open to misinterpretation and even be a cause of confusion – with, for example, an impression possibly being given that bishops were being supplied perhaps with something previously lacking. As with our Methodist scheme, we feel the way to go in Ireland would be to declare formally our recognition particularly of the authenticity of the personal episcopate as exercised in both our Churches and to commit ourselves thereafter to mutual participation in episcopal ordinations in one another's churches. Thus a mutual interchangeability of ministry would ensue, in a manner even simpler and probably involving fewer anomalies than is the case with the Methodists not least as there is already utterly common vocabulary in relation to the place of the bishop.
- We note that in the Moravian Church the minimum number of bishops required to consecrate another bishop is two, rather than three in accordance with ancient Catholic tradition – although we acknowledge that in our own lineage via early Christian Ireland consecration by three was not always practiced. While changing Moravian rules worldwide to increase the minimum number to three would involve global consideration by what they term 'the Unitas Fratrum', nevertheless it was accepted that in Britain and Ireland it would be possible to insist on a minimum of three and in fact this is almost invariably the practice already. The proposed participation of an Anglican bishop in future consecrations would at any rate guarantee it
- As in TEC, we are concerned that in the Moravian Church a deacon may preside at the Eucharist. For them, being a deacon is rather like being a curate for us . . . it is an apprenticeship in ministry under supervision but it does involve a ministry of both word and sacrament. People tend to be ordained as presbyters when the time has come for them to lead the congregation in their own right. We would therefore have to take the view that any agreement involving the interchangeability of ministry would necessarily be constrained by a need to make clear that a person ordained deacon in the Moravian Church could not subsequently exercise a ministry in the Church of

Ireland beyond that set out in our formularies regarding the office of a deacon. Furthermore we would seek to be assured that any Anglican priest seeking to serve a Moravian congregation in the long term would be received as a presbyter – even if they were entering a curate like pastoral apprenticeship which in the Moravian situation would normally be discharged by a deacon

- We are keenly aware that, while the Church of Ireland is entirely free to deal with the Moravian Church as it likes, the fact that the latter is a single province here and in Britain does present challenges. Were we to enter a relationship that committed us in principle to mutual participation in episcopal ordinations, Church of Ireland bishops would not consider it meet or right to take part on such events were they to be held in England, unless the local Church of England bishop was expressly content. Furthermore, the prospect of Moravian consecrations taking place in Ireland is relatively remote... there only seems to be one example in living memory. However, the impression we gained from the C of E observer was that we should proceed with faith and confidence and that the Church of England might well be encouraged to share the journey with us
- As we continue to journey together, we feel there is some detailed work to be done to build understanding in terms of how we worship and indeed think sacramentally. For example, Anglicans ask questions of Moravians about what they regard as the essential structure and ingredients of the prayer of thanksgiving at the Eucharist and how consecrated bread and wine are treated at the end of the service. These may seem like smaller details, but they are important to any process of empathy and convergence, and indeed very similar ground was travelled during the Porvoo process. (Moravian hearts, let it be said, have been much warmed by the method and insights of Porvoo)
- We felt that all agreements and discussions of this sort must have a definite missional objective, that while the seeking unity is of course good in itself it should also be pursued with a definite goal of building the Kingdom. Hence the importance of local study and consideration, especially in those parts of Ireland where Moravian congregations exist, concerning how an interchangeable ministry might enrich the vision and mission of the local church so that the whole would indeed be greater than the sum of the parts
- Our conversations have at all times recognised the principle of transitivity, ie that when we talk to one ecumenical partner we must be aware of and speak consistently with our conversations with other Churches. That said, experiences such as Porvoo and the Methodist process have constantly inspired and informed, rather than complicated, the Moravian process. So many of them have shared the vital insight that while the historic episcopate is vital to us, the parameters and understanding of that term must be viewed through the lens of how they have legitimately been 'locally adapted'.
- On a practical level, we expressed the hope that Moravian ordinands might as our Churches draw closer together avail more of the hospitality likely to be afforded to them in Anglican Theological colleges and places of training – this being something that might well be achieved in the Irish setting

The Anglican Affairs Working Group wishes to commend to CCUD and thereafter to the Standing Committee the view that, particularly given the evolving process of theological underpinning that has in recent years been provided on both sides of the Atlantic, there is no substantial reason for the Church of Ireland not to take steps with a view to entering a relationship with the Moravian Province that would involve the interchangeability of ministry. We would suggest that a motion, accompanied by suitable background material, is presented to the General Synod of 2015 which affirms this principle and requests that legislation to give effect to it be prepared and laid before the General Synod for its proper consideration as soon as is reasonably possible. Meanwhile the Moravian working group would need to seek a similar formal ‘steer’ from within its own Church context, although we gather that, following the example of what was achieved between Anglicans and Episcopalians in North America, the process for them need not involve the whole *Unitas Fratrum* directly.

The advantages of seeking a synodical steer of this kind before considering the preparation of any legislation are obvious, not least in so far as it will lead to more extensive and informed discussion within our own church in advance of any decision. Moreover, as there will be an inevitable time gap between the passing of a request for legislation and consideration of the legislation itself, the Church of England will be made very much aware of what the Church of Ireland appears minded to do. It may well be that this will become the catalyst that will cause it to become a third partner in the journey, and indeed the whole matter would be handled much more satisfactorily if both Anglican provinces involved could work in tandem. (By the way, it does not appear that there are active Moravian congregations in Wales or Scotland). We are cautiously hopeful that the Church of England may feel positive about aligning itself with the journey, and may even feel relieved and grateful that the Church of Ireland has been in the position to do much of the spadework.

For the moment the work of the working group is done; we have studied, reflected and deliberated as was required of us and we are making a clear recommendation in principle. We have also identified certain areas in which the two Churches need to work in close harmony in order to gain a greater appreciation of one another’s traditions and views. We shall continue to maintain informal contacts with our Moravian friends, and we put ourselves at the Church’s disposal in the advancing of this process. Giving our attention to this matter has been an utterly positive experience for which we are grateful, and we believe that both our working group and the corresponding Moravian group have returned to those that sent them with real hopes of moving this matter towards a joyful outcome.

APPENDIX M

NORTHERN IRELAND COMMUNITY RELATIONS WORKING GROUP

REPORT TO THE GENERAL SYNOD 2015

Members:

Rev Adrian Dorrian
Rev Barry Forde
Rt Rev John McDowell
Rt Rev Harold Miller
Mr Peter Munce
Ms Kate Turner

In Attendance:

Dr Paul Harron
Mrs Janet Maxwell

The Northern Ireland Community Relations Working Group met four times since General Synod 2014 in June, September, December and March. 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 Northern Ireland (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 has representation on and has worked with an informal group involving the four Churches and the Irish Council of Churches (ICC). The Working Group also invited special speakers and groups to present to them. Embrace Ireland, Rev Earl Storey, Trevor Douglas, representatives of the Orange Order and Mr Adrian McNamee of the Commission for Victims and Survivors have all presented to the group.

The Presbyterian Church in Ireland (PCI) is hosting a series of *Church in the Public Square* meetings. The objective of this series is to discuss issues that have public currency. Members of the Committee have attended these meetings and they have been discussed by the group.

Going forward the Working Group plan community conversations bringing people together to find out more at first-hand why people – including the Protestant Unionist Loyalists (PUL) Community – felt disengaged with the Church historically and to find out what they would like to see going forward; the overall purpose would be to enable the development of meaningful conversations.

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Membership:

Ven George Davison has stepped down from the working group and two new members have been added, Mr Peter Munce and Ms Kate Turner.

APPENDIX N

PARISH DEVELOPMENT WORKING GROUP

REPORT 2015

COMMITTEE MEMBERSHIP

Most Rev Patricia Storey
Rt Rev Kenneth Clarke
Mrs Tessa Marsden (Administrator)
Rev Paul Hoey (Chair)
Rev Ruth Jackson Noble
Rev Peter Jones
Mr David Brown
Dr John Tyrell

The scene in terms of parish development within the life of the Church of Ireland has changed considerably since the Working Group was first set up twelve years ago. A number of dioceses now have their own Parish Development Officers and several have programmes in place that encourage their parishes on a path of development that is broadly in line with that adopted by the Working Group.

The Report of the Church of Ireland Council for Mission “A Wider Us” which was presented to and endorsed by the General Synod in 2014 speaks of a growing culture of openness towards new ways of doing church. “The breadth and range of approaches” it notes, “illustrates how we have moved from tolerance to a willingness to give permission and towards signs of active encouragement, the next stages would be to plan and resource such development.” The Working Group very much sees its role as facilitating parishes in that planning and resourcing process.

The same Report noted a real sense from every stream and tradition within the life of the Church of Ireland that our engagement in mission be together. One of the strengths of the Church21 programmes of past years was the sense of journeying together; parishes spoke of the value of meeting together from all parts of the island, facing common challenges and learning from each other. For that reason we are convinced of the need to provide regular opportunities for parishes to meet to learn and share together.

The Report spoke of the importance of planning but not prescribing and of having an approach that offers a clear direction of travel and sense of vision combined with the freedom to move and respond opportunistically within that framework. Some dioceses seem to be making progress in developing the kind of mission plans envisaged in the report that are not overly ambitious or too prescriptive and the group is committed to furthering this kind of planning.

However, the aspect of *The Wider Us Report* that seems most relevant to parish development is under the heading of “management of change.” It notes that a deeper engagement with mission will involve change and that an important task is to work out

ways to help those most afraid of engagement. We see much of what we offer in terms of helping parishes to make the right changes for the right reasons and in the right way.

So how will we facilitate churches seeking to engage in a process of parish development?

In the autumn of 2015 we have planned two day conferences for different parts of the island to which all parishes will be invited. The Rev Ian Coffey who has been so helpful in the past will again help us by teasing out what a developing church looks like. We will help parishes assess where they might be on the cycle of development and work out their next most helpful step. And we will share some stories that we hope will encourage parishes to go another bit on the journey.

Our hope is that out of these conferences there will develop a network of churches and groups committed to supporting each other and sharing resources. We are open to having regular opportunities for parishes to meet and to assess their progress should that be helpful.

In order to assist with this process we are currently working at setting up a new website which we hope will become a tool for the sharing of stories and resources.

Committee Membership

Mrs Brigid Barrett stepped down from membership. The group is enormously grateful to Brigid for her dedicated service and for her commitment to the work of parish development in the life of the Church of Ireland. We are delighted that Mrs Tessa Marsden has agreed to take up the post.

We are also pleased that the addition of the Most Rev Pat Storey, Rev Peter Jones and Mr David Brown to the list of members will enrich the work of the group.

APPENDIX O
STANDING COMMITTEE
PRIORITIES FUND

| INCOME AND EXPENDITURE ACCOUNT | | Year ended 31 December | |
|---|---|-------------------------------|----------------------|
| | | 2014 | 2013 |
| | | € | € |
| INCOME | | | |
| Contributions | 1 | 613,604 | 459,421 |
| Deposit interest | | 1,224 | 1,113 |
| Investment income | | 29,989 | 29,951 |
| | | <u>644,817</u> | <u>490,485</u> |
| EXPENDITURE | | | |
| Administration Expenses | 2 | (38,687) | (34,044) |
| Operating Surplus for the Year | | <u>606,130</u> | <u>456,441</u> |
| ALLOCATIONS & GRANTS | | | |
| Allocations & Grants Distributed | 3 | (500,448) | (454,612) |
| Surplus after Allocations & Grants | | <u>105,682</u> | <u>1,829</u> |
| Valuation Movement | | 115,597 | 43,453 |
| Currency translation adjustment | | 7,058 | 3,397 |
| Net Surplus for the year | | <u><u>228,337</u></u> | <u><u>48,679</u></u> |

STANDING COMMITTEE

PRIORITIES FUND

BALANCE SHEET

Year ended 31 December

| | | 2014 | 2013 |
|-----------------------------|---|------------------|------------------|
| | | € | € |
| INVESTMENTS | | | |
| Investments held by the RCB | 4 | 963,102 | 847,505 |
| | | <hr/> | <hr/> |
| CURRENT ASSETS | | | |
| Cash held on deposit by RCB | 5 | 444,846 | 332,094 |
| Cash at bank | | 249 | 261 |
| | | <hr/> | <hr/> |
| | | 445,095 | 332,355 |
| | | <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>1,354,631</u> | <u>1,126,294</u> |
| FUNDS EMPLOYED | | | |
| Balance at 1 January | | 1,126,294 | 1,077,615 |
| Surplus for the year | | 228,337 | 48,679 |
| | | <hr/> | <hr/> |
| Balance as at 31 December | | <u>1,354,631</u> | <u>1,126,294</u> |
| | | <hr/> <hr/> | <hr/> <hr/> |

Notes to the Financial Statements

| | | |
|----------------------------------|-----------------------------|-----------------------------|
| | 2014 | 2013 |
| 1. Contributions | € | € |
| Contributions from the dioceses | 613,604 | 459,421 |
| | <u> </u> | <u> </u> |
| 2. Administration Expenses | 2014 | 2013 |
| | € | € |
| Salaries & PRSI | 23,025 | 22,760 |
| Organiser's & Committee expenses | 3,339 | 4,997 |
| Printing & Stationary | 7,123 | 2,732 |
| Postage & Photocopying | 1,182 | 1,506 |
| Miscellaneous & Transfers | 4,018 | 2,049 |
| | <u> </u> | <u> </u> |
| | <u>38,687</u> | <u>34,044</u> |
| | <u> </u> | <u> </u> |
| 3. Grants & Loans | 2014 | 2013 |
| | € | € |
| Ministry | 134,645 | 120,193 |
| Retirement Benefits | 1,448 | 1,355 |
| Education | 62,735 | 36,811 |
| Community | 79,240 | 89,079 |
| Areas of Need | 65,908 | 43,748 |
| Outreach Initiatives | 142,457 | 107,108 |
| Innovative Ministry | 14,015 | 56,318 |
| | <u> </u> | <u> </u> |
| | <u>500,448</u> | <u>454,612</u> |
| | <u> </u> | <u> </u> |

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4. Invested assets are shown at market value in 2014 and 2013.

| | 2014 | 2013 |
|------------------------------------|-------------------|-------------------|
| 5. Cash on deposit held by the RCB | € | € |
| Cash on deposit held by the RCB | 444,846 | 332,094 |
| | <u> </u> | <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 2014, €1 = £0.7765 (2013: €1 = £0.8302).

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 non-statutory financial statements of the Church of Ireland Priorities Fund for the year ended 31 December 2014 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 5 to the non-statutory financial statements.

Respective responsibilities of the Board and auditors

As explained more fully in the Priorities Fund Committee's Responsibilities Statement set out on page 4, the Committee is responsible for the preparation of the non-statutory financial statements in accordance with the basis of preparation and accounting policies to the non-statutory financial statements. Our responsibility is to audit and express an opinion on the non-statutory 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 12 November 2014 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 Fund, save where expressly agreed by our prior consent in writing.

Scope of the audit of the non-statutory financial statements

An audit involves obtaining evidence about the amounts and disclosures in the non-statutory financial statements sufficient to give reasonable assurance that the non-statutory 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.

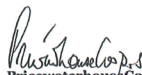
Opinion on non-statutory financial statements

In our opinion the non-statutory financial statements for the year ended 31 December 2014 have been properly prepared in accordance with the basis of preparation note and the accounting policies on page 5 and present the state of the Church of Ireland Priorities Fund's affairs as at 31 December 2014 and its surplus for the year then ended in accordance therewith.



Emphasis of matter – Basis of preparation

In forming our opinion on the non-statutory 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

12 March 2015

APPENDIX P

RETIREMENT AGE OF CLERGY

PAPER FOR CONSIDERATION OF THE REPRESENTATIVE CHURCH BODY AND STANDING COMMITTEE SEPTEMBER 2014

The compulsory retirement age for clergy, bishops and archbishops in the Church of Ireland is 75 years of age. This compulsory retirement age applies to all clergy, bishops and archbishops whether or not they are members of the Church of Ireland Clergy Pensions Fund and eligible to receive pension benefits before reaching the compulsory retirement age.

A compulsory retirement age was adopted by the General Synod in 1969 in response to a general review of the administration of the Church of Ireland which was carried out in 1967. The compulsory retirement age was introduced on a phased basis commencing in 1969 with a compulsory retirement age of 78 and reducing to the age of 75 by 1975. Having recently undertaken a review of the compulsory retirement age, it is considered that the compulsory retirement age of 75 continues to serve the needs of the Church and its lay and ordained members for the following reasons:

- It promotes a balanced age structure within the clergy;
- It encourages a mix of generations so as to promote the interchange between the experience of long serving members of the clergy and the recently acquired knowledge of new ordinands;
- It ensures quality of ministry provision and addresses the issue of age balance within the ordained ministry;
- It ensures motivation and dynamism through the prospect of ministry opportunities due to senior members of the clergy/bishops/archbishops retiring;
- It provides for equality in relation to retirement and thereby avoids having to engage in a process of health assessments that might otherwise arise;
- It ensures the Church is in a position to implement a coherent and orderly planning strategy in providing for the retirement of members of the clergy/members of the House of Bishops and is in a position to forecast, and make provision for, future numbers of students at the Theological Institute;
- It provides certainty for parishes by enabling them to plan effectively;
- It provides certainty for individual members of the clergy/bishops/archbishops by enabling them to plan effectively for their own retirement;
- It contributes to the safeguarding of the health and safety of individual members of the clergy/ bishops/archbishops, their colleagues and the general public and it

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prevents possible disputes on the fitness of individuals to carry out all of the functions of their respective offices beyond a certain age;

- It ensures cohesion amongst members of the clergy/bishops/archbishops through a consistent approach to a compulsory retirement age;
- It recognises the Church's pastoral duty to individual members of the clergy and their families, ensuring that a vocation to the ordained ministry is balanced with the need of all persons, whether ordained or not, to benefit from a period of retirement following their stipendiary ministry or working career. This is particularly important in the vocational sector where individuals may feel unable to express their need and desire to retire.

3 September 2014

APPENDIX Q

DISABILITY WORKING GROUP

Membership

Rev Jennifer McWhirter (Chairperson)
Mr James Clarke
Rev Malcolm Ferry
Mrs Carol Ferry
Dr Timothy Jackson
Mr Ian Slaine
Mrs Audrey Tormey
Rt Rev Trevor Williams (Resigned in May 2014)

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.

Personalia

The Rt Rev Trevor Williams resigned from the Working Group during the course of the year. His input and commitment to the work of the Committee was much appreciated.

A number of Working Group Members had periods of lengthy illness including hospitalisations during the year. All are thankfully well on the road to recovery.

Some members of the Working Group had significant and close bereavements during the course of the year; our thoughts are with them.

On a happy note our Chairperson gave birth to Kizzy. Congratulations to Jennifer and her husband Stephen.

Disability Awareness Sunday

A Resource Pack was produced and delivered to all Parishes in Ireland. In addition the Resource Pack was placed on the Church of Ireland website.

The Working Group is encouraged on the feedback received on the materials produced and the use of the same.

Accessibility to Church Venues

The Working Group is delighted that its lobbying over many years for fully inclusive venues for all Church meetings, including General Synod is now well established and supported.

We hope that all Dioceses and Parishes consider disability issues in planning events, in order to ensure inclusion.

Use of Technology

The Working Group has benefited much from the use of modern technology – e.g. skype and conferencing facilities as a way of ensuring participation of members from the length and breadth of our Church. This is an encouragement to those who could contribute to our work but could not physically travel to meetings.

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

Conclusion

The Working Group continues to seek consultation with and support from Church Members with either a professional or personal knowledge in the area of disability.

APPENDIX R

STANDING COMMITTEE INCOME AND EXPENDITURE AND GENERAL PURPOSES FUND ACCOUNTS

**STANDING COMMITTEE
INCOME AND EXPENDITURE ACCOUNT**

| | Notes | 2014 € | 2013 € |
|--|-------|----------------|----------------|
| INCOME | | | |
| Representative Church Body | 1 | 615,972 | 568,658 |
| Deposit Interest | 2 | 2,524 | 4,266 |
| Royalties Fund Income | | 35,481 | 20,099 |
| Grants/Contributions | | 22,566 | 36,707 |
| | | <u>676,543</u> | <u>629,730</u> |
| EXPENSES | | | |
| Services provided by RCB | 3 | 270,046 | 265,891 |
| General Synod Expenses | 4 | 43,029 | 32,645 |
| Miscellaneous Expenses | 5 | 43,534 | 29,508 |
| | | <u>356,609</u> | <u>328,044</u> |
| OPERATING SURPLUS FOR THE YEAR | | <u>319,934</u> | <u>301,686</u> |
| ALLOCATIONS AND GRANTS | | | |
| Allocations to Ecumenical and Anglican Organisations | 6 | 121,061 | 118,703 |
| Allocations to Church related Organisations | 7 | 165,409 | 190,966 |
| | | <u>286,470</u> | <u>309,669</u> |
| Surplus/(Deficit) for year | | <u>33,464</u> | <u>(7,983)</u> |

STANDING COMMITTEE

| FUND ACCOUNT | | Year ended 31 December | |
|---------------------------------|---|-------------------------------|----------------|
| | | 2014 | 2013 |
| | | € | € |
| CURRENT ASSETS | | | |
| Cash on deposit held by RCB | 8 | 416,408 | 375,885 |
| Net Assets | | <u>416,408</u> | <u>375,885</u> |
| | | | |
| FUNDS EMPLOYED | | | |
| Balance at 1 January | | 375,885 | 385,329 |
| Surplus/(Deficit) for the year | | 33,464 | (7,983) |
| Currency translation adjustment | | 7,059 | (1,461) |
| Balance as at 31 December | | <u>416,408</u> | <u>375,885</u> |

Notes to the Accounts

1. Income from Representative Church Body

| | 2014 € | 2013 € |
|---------------------------------------|----------------|----------------|
| Representative Church Body allocation | 621,225 | 596,365 |
| Refund unexpended allocation | (5,253) | (27,707) |
| Total income from RCB | <u>615,972</u> | <u>568,658</u> |

2. Deposit Interest

| | 2014 € | 2013 € |
|-----------------|--------------|--------------|
| -Royalties Fund | 2,524 | 4,266 |
| | <u>2,524</u> | <u>4,266</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

| | 2014 € | 2013 € |
|-----------------------|---------------|---------------|
| -Venue and Facilities | 43,029 | 32,645 |
| | <u>43,029</u> | <u>32,645</u> |

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| | | |
|--|--------------------------|--------------------------|
| 5. Miscellaneous Expenses | 2014 | 2013 |
| | € | € |
| - Inter Church Addiction | 3,863 | 3,614 |
| - Parish Development Working Group | 50 | 1,053 |
| - Publications & Printing | 5,881 | 3,286 |
| - Honorary Secretaries' expenses | 9,287 | 9,337 |
| - Porvoo Communion | 1,671 | 1,655 |
| - Historiographer's Expenses | 2,000 | 2,350 |
| - Church & Society Commission | 5,815 | 5,525 |
| - Council for Mission | 5,976 | 860 |
| - Commemorations Working Group | 4,730 | - |
| - Commission on Ministry | 1,128 | 1,828 |
| - Commission on Human Sexuality | 175 | - |
| - Covenant Council | 1,274 | - |
| - Children's Ministry | 1,684 | - |
| | <u>43,534</u> | <u>29,508</u> |
| | <u><u> </u></u> | <u><u> </u></u> |
| 6. Ecumenical and Anglican Organisations | 2014 | 2013 |
| | € | € |
| - Anglican Consultative Council | 50,547 | 45,905 |
| - Churches Together in Britain and Ireland | 12,878 | 12,045 |
| - Irish Council of Churches | 25,954 | 23,800 |
| - Irish School of Ecumenics | 2,000 | - |
| - Irish Inter-Church Meeting | 14,393 | 13,197 |
| - World Council of Churches | 4,507 | 8,755 |
| - Conference of European Churches | 3,000 | 5,000 |
| - Delegates' expenses (travel/conferences) | 7,782 | 10,001 |
| | <u>121,061</u> | <u>118,703</u> |
| | <u><u> </u></u> | <u><u> </u></u> |

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| 7. Allocations to Church related Organisations | 2014 € | 2013 € |
|--|-----------|-----------|
| - Central Communications Board | 123,967 | 140,088 |
| - Miscellaneous | 500 | - |
| - Royalties Fund | - | 12,223 |
| - Church of Ireland Marriage Council | 16,007 | 13,131 |
| - Royalties Fund Expenditure | 17,389 | 21,277 |
| - Safeguarding Trust | 7,546 | 4,247 |
| | 165,409 | 190,966 |
| | 165,409 | 190,966 |
| | | |
| 8. Cash on Short Term Deposit | 2014 € | 2013 € |
| - Royalties Fund | 327,247 | 302,393 |
| - Hymnal Revision | 1,659 | 1,551 |
| - Other Account Balances | 87,502 | 71,941 |
| | 416,408 | 375,885 |
| | 416,408 | 375,885 |

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 2014, €1 = £0.7765 (2013: €1 = £0.8302).



CHARTERED ACCOUNTANTS' REPORT ON THE UNAUDITED FINANCIAL INFORMATION OF THE CHURCH OF IRELAND STANDING COMMITTEE

In accordance with our engagement letter dated 12 November 2014 we have compiled the entity's financial information, which comprises the Income and Expenditure Account, Fund Account, Accounting Policies 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 2014 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.

A handwritten signature in black ink, appearing to read 'PricewaterhouseCoopers', is written over a faint, illegible background.

**PricewaterhouseCoopers
Chartered Accountants
Dublin**

12 March 2015

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Chartered Accountants

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| GENERAL PURPOSES FUND | | | | |
|--|--|--|---------------|---------------|
| INCOME AND EXPENDITURE ACCOUNT | | | | |
| | | | 2014 | 2013 |
| | | | € | € |
| 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 | | | 29,269 | 27,764 |
| Currency translation adjustment | | | 4 | - 1 |
| Gains unrealised on revaluation | | | <u>3,990</u> | <u>1,504</u> |
| Balance 31 December 2013 | | | <u>33,265</u> | <u>29,269</u> |
| FUNDS EMPLOYED | | | | |
| Investments | | | 33,244 | 29,250 |
| Cash held by RCB | | | <u>21</u> | <u>19</u> |
| | | | <u>33,265</u> | <u>29,269</u> |
| Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2014, €1 = £0.7765 (2013: €1 = £0.8302). | | | | |



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


In accordance with our engagement letter dated 12 November 2014 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 2014 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

12 March 2015

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Chartered Accountants

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, the Department of Education and Skills, 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.

Appointment of NI Secretary to Incumbency

The General Synod Board of Education wishes to record its grateful thanks to the Rev Dr Ian Ellis for his work as Education Secretary NI over the last decade. The decision by Rev Dr Ellis to return to parochial ministry was greeted by the Board with a sense of sadness that it would be losing such a valued secretary and advisor. Rev Dr Ellis was highly regarded in the field of education in Northern Ireland where his patient yet focused approach to advancing change in the field of education was respected by both his colleagues in the other Churches and by the Education Partners in Northern Ireland. The General Synod Board of Education, the NI Board of Education and the RI Board of Education join together in wishing him and his family every happiness and blessing in his future parochial ministry, in his new incumbency in Rossorry, Co Fermanagh.

A. BOARD OF EDUCATION (REPUBLIC OF IRELAND)

AIMS

- Shall have power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- Will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an educational partner to the Department of Education and 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.

EXECUTIVE SUMMARY

1. **Personalia**
2. **Education Developments at a European Level:** Policy developments in education at European level are outlined.
3. **Educational Developments at National Level:** significant pieces of legislation in relation to education and schools are highlighted.
4. **Second Level:** recent events organised by the Board at second level are outlined.
5. **CICE:** the incorporation of CICE within DCU is progressing.
6. **Child Protection and Safeguarding Trust:** Report of the work of the Child Protection Officer RI.
7. **Religious Education (*Follow Me*):** work continues on the redevelopment of the Follow Me RE syllabus.
8. **Grants:** the Board awards a number of grants each year in support of various educational bodies.
9. **Secondary Education Committee:** The report of the SEC is attached as Appendix B.
10. **The Sunday School Society:** Report 2015 (Appendix C).

REPORT

1. Personalia

Ms Jan O’Sullivan, TD, was appointed Minister for Education and Skills in July 2014, in succession to Mr Ruiari Quinn, TD. The Board wished the Minister well on her appointment.

The Board notes with regret the resignation of Rev Dr Ian Ellis as Education Secretary NI on his appointment to an incumbency in the Diocese of Clogher. However the Board wishes him every good wish for the future and wishes to join in the appreciation expressed above.

Mr Andrew Forrest, Principal of The High School, Dublin joined the Board as a co-option from the General Synod Board of Education membership.

Ms Amy McCrea joined the Board as the representative of CIYD.

We welcome both Ms McCrea and Mr Forrest onto the Board.

2. Education Developments at a European Level

In addition to providing guidance to schools in relation to day to day matters, consulting and negotiating with the Department of Education and Skills and representing the Church in the field of education, the Board also keeps a watching brief on developments in education policy at a European level. This is achieved through the Board's involvement with relevant bodies such as the Inter-European Commission for Church and School (ICCS), the Co-ordinating Group for Religion in Education in Europe (Co-Gree) and also through the International Association for Christian Education (IV). The EU institutions, in the form of the Council of Europe, have an interest in the teaching of religion in schools throughout the EU. As recently as Autumn 2014 the Council of Europe published a working paper entitled: "Signposts - policy and practice for teaching about religions and non-religious worldviews in intercultural education." Such documents inform policy on this area at a National level. In the Irish context, the influence of the Council of Europe on RE policy can be seen in the work of the National Council for Curriculum and Assessment on the development of a program for Education in Religion and Beliefs (ERB) and Ethics for primary schools. This program is likely to be introduced in Irish primary schools in the near future and may impact upon the content and delivery of RE which is currently taught in Church of Ireland schools. The Board will continue to keep a close eye on developments at a European level and, through the ICCS and IV, will seek to engage in the dialogue which is occurring on Religious Education at that level. Introspection at a policy level must be guarded against and in this regard, the opportunity to engage with Reformed Churches in Europe (and the Orthodox Church), through the ICCS and IV, facilitates a sharing of experiences and also information which is useful in discussions with education partners at a National level. The Secretary published an article in the Autumn 2014 edition of Search Journal which elaborates further on the work of the ICCS and European education matters.

"Reformation 500"

As highlighted in last year's Report, the 31 October 2017 is 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 and plans are in place for the celebration of the 500th Anniversary. One of the major projects planned by the International Association for Christian Education (IV) 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. The Board continued to encourage schools to become involved in this project as an expression of the shared religious-cultural heritage between Protestant schools in Ireland and Europe. In this regard, the Board was delighted to have Dr Gerhard Schroder, General Secretary of IV attend and present at its second level schools conference held in Dublin in September 2014 (see below).

Further information can be found at: www.schools500reformation.net.

3. Educational Developments at a National Level

Draft General Scheme of an Education (Admissions to School) Bill 2013

The draft Heads of this Bill were published in 2013. The concerns of the Board in relation to a number of provisions of this draft Bill were highlighted in last year's report to Synod and formal submissions have been made to the DE&S and the Oireachtas. The intention to publish the text of the draft Bill was included on the legislation schedule published by the Office of An Taoiseach in January 2015. It is understood that the text of the draft Bill will be published for the Dáil session after Easter 2015.

Teaching Council (Amendment) Bill, 2015

The Teaching Council Amendment Bill, 2015 was published in January 2015 and is before the Oireachtas. The Bill has the following two aims; (1) to underpin the central role of the Teaching Council in the forthcoming statutory vetting arrangements for registered teachers and (2) to amend and strengthen the statutory provisions relating to the Teaching Council's Fitness to Teach function.

Constitution of Boards and Rules of Procedures Review

The current term of office for Boards of Management at Primary level will end on 30 November 2015 and new Boards will be elected to take office on 1 December 2015. During 2014, the education partners commenced work on the revisions to the Constitution of Boards and Rules of Procedures for 2015, the governance document for boards of management at primary level. The Secretary and the Education Advisor are members of the DE&S Steering Committee of the revisions of the Constitution and Rules of Procedures. Serious consideration was given to a number of proposals from various education partners with regards to the composition of Boards of Management and various other issues. Consultation took place with the primary school patrons in this regard. However, it is intended that the next edition of the Constitution will have only minor changes from the 2011 edition.

Implementation of the Ward Report

In September 2014, the report of the Expert Group on Fixed-Term and Part-Time Employment in Primary and Second Level Education in Ireland (the Ward Report), was published. The Expert Group was chaired by Mr Peter Ward SC. The report recommended a suite of measures which would lead to more job security and improve the position of fixed-term and part-time teachers. A number of these recommendations will be implemented for the 2015/2016 school year. These changes will reduce the eligibility criteria for obtaining a Contract of Indefinite Duration to two years and will allow fixed-term teachers to acquire permanent positions more easily and quickly, and will also enable part-time teachers to gain additional hours.

Primary Online Database

The DE&S introduced the Primary Online Database (POD) in 2014. The Board gave a guarded welcome to this initiative as it will undoubtedly ease the administrative burden on schools in the longer term. However, the Board formally put on record with the DE&S its objection to the State recording the religious denomination and the race/ethnicity of pupils. The Board is of the view that this constitutes an invasive act on the part of the State and contradicts the position already expressed by the State to the Board that the State should be blind to religion in the allocation of resources. Schools were advised that the completion of this part of the POD was voluntary and required specific parental permission.

Advocacy on Small Primary Schools

The Board continued to advocate on behalf of “small” primary schools in the past year. The Board highlighted this issue in its submission to Government in advance of Budget 2014. The matter was also formally raised by the Archbishop of Dublin and Glendalough, the Most Rev Dr Jackson, at a meeting with Minister Jan O’Sullivan in September 2014. Close contact was maintained with the INTO on this issue with a view to reducing the schools appointment and retention thresholds. In February 2015 Minister Jan O’Sullivan announced alleviation in retention thresholds with a particular focus on smaller isolated schools. This announcement was welcomed by the Board and school Patrons.

The Minister also published the long-awaited “Value for Money” Review of Small Schools but, significantly, did not accept its recommendations.

Primary School Patrons noted the request from Minister O’Sullivan to enter into a dialogue regarding a voluntary protocol for school amalgamations. The key proposal in this regard is that any school with 25 pupils or less, within 8km of a school of the same patronage, would begin a conversation regarding the possibility of amalgamation. In turn the DE&S would discuss with both schools the resources required for such an amalgamation to occur. It is stressed that discussions between schools would be entirely voluntary and the protocol reiterates that the final decision on amalgamation would rest with the Patron.

Research on Small Schools

In January 2015 the Archbishop of Dublin and Glendalough, the Most Rev Dr Michael Jackson, Professor Brian Nic Craith, President of Dublin City University (DCU), Dr Anne Lodge, Principal of the Church of Ireland College of Education (CICE), representatives of the Board, School Patrons and the Church of Ireland Primary Schools Association (CIPSMA) launched a collaborative research study into the communities, cultures, benefits and challenges of small primary schools in the Republic of Ireland.

The aim of this research is to provide specific insights into the culture of small schools from a range of perspectives, including those of principals, teachers, members of Boards of Management, patrons, children, parents and education policy-makers. It will examine both the challenges and benefits of teaching and learning in

a small school context. This will enable a comparison of the Irish experience of teaching and learning in small schools with research published in Finland and the UK where similar studies have been conducted.

The study will be based in the Church of Ireland College of Education and will be overseen by the College Principal and guided by an advisory board which will include experienced practitioners and teacher educators in addition to drawing on international expertise. The study is funded by the General Synod Board of Education (RI), CIPSMA, the Governors of the Church of Ireland College of Education and Dublin City University and it is intended that the findings of the research study will be published in Autumn 2015.

Data Protection for Schools

A new website to provide guidance to schools on Data Protection matters was launched in 2014. The website was developed by the Management Bodies for primary and second level schools and was funded by the DE&S. The website will be a helpful resource for schools in relation to data access requests, records retention, template policies, storage and security and for other specialist guidance relating to data protection.

Special Educational Needs: Proposed New Allocation Model

In June 2014, the National Council for Special Education (NCSE) published its report on a proposed new model for allocating teachers for students with special educational needs in mainstream schools.

The report recommended the development of a new allocation model for schools based on two components:

1. A component which would take account of the school educational profile which would be based on:
 - (a) The number of students with complex special educational needs attending the school;
 - (b) The percentage of the students performing below a certain threshold of standardised test results;
 - (c) The social context of the school which would include gender, school location and educational disadvantage.
2. Schools would receive a baseline allocation which would be based on the number of school enrolments which would support schools in having whole school policies and practices in place to prevent and minimise the emergence of low achievement and learning difficulties. It was indicated that this baseline support would comprise 15% of the total allocation.

As part of an information gathering exercise in relation to the proposed new model, a questionnaire was circulated to all schools in September 2014 by the DE&S. The Board received significant feedback from school principals conveying their distress in relation to the information that was being sought, particularly in relation to the social or economic status of pupils. Concern was

expressed about future allocations to schools being based on the information supplied on the questionnaire.

The Board made a submission to the DE&S in relation to the proposed new model and, together with the other Education Partners, is involved in ongoing consultation in relation to the implementation of the proposed new model. The Secretary and Education Advisor attended such a consultation meeting with representatives of the DE&S in November 2014 and Mr Andrew Forrest, Mrs Joyce Perdue and the Secretary attended a further meeting with representatives of the DE&S and NCSE in January 2014. The Board has engaged in political lobbying on this matter also. It is anticipated that the new model will be introduced in the 2016/2017 school year.

Appearance at Oireachtas Committee

In October 2014, Mrs Joyce Perdue and the Secretary appeared at the Joint Oireachtas Committee on Education and Social Protection on behalf of the Board. The topic under discussion at the Joint Committee was the process for dealing with parental complaints in schools. It was highlighted by members of the Joint Committee that there is no avenue outside of the Board of Management for dealing with parental complaints. Representatives of the DE&S indicated that the matter might be dealt with as part of the proposed “Parents Charter” which is being considered by the Minister for Education and Skills.

School Closure:

Timolin National School, Co Kildare closed in June 2014.

Mallow No 1 National School was closed in June 2014 to facilitate the opening of a new community national school under the patronage of Cork Education Training Board (ETB).

Newtownwhite National School, Ballina, Co Mayo was divested by the Bishop of Tuam, Rt Rev Patrick Rooke and opened under the patronage of Educate Together in September 2014.

Second Level:

Opening of the Academic Year Service in St Patricks Cathedral, Dublin.

With the aim of promoting and encouraging of the religious ethos of second level schools, the Board organised a Service for the opening of the 2014/15 academic year in St Patricks Cathedral Dublin on the 25 September 2014. The Service of Choral Evensong was attended by His Excellency, President Michael D Higgins and also by the newly appointed Minister for Education and Skills, Ms Jan O’Sullivan TD. The Service was attended by a representative number of students from Church of Ireland and Protestant secondary schools across the country with approximately four hundred students in attendance. The Board is grateful to the Primus of Scotland, the Rt Rev David Chillingworth, who was the preacher for the Service, the choir and organist of the Cathedral and also to Mr Greg Fromholz for providing an inspirational session with the students before the formal service.

The Board wishes to also express its thanks in particular to the Dean of St Patricks Cathedral, the Very Rev Victor Stacey, the Rev Canon Charles Mullen and all the staff at St Patricks Cathedral for all their support and goodwill in granting permission for and facilitating the Service. Feedback from schools and attendees indicated that the Service provided a great expression of the collective religious ethos of the secondary schools present in the Cathedral on the day.

School's Conference

Prior to the Service, a conference for all second level school governors, school principals and parents representatives took place at the Radisson Hotel, Golden Lane. The theme of the conference was “Faith and Partnership” and brought together key people involved in the provision of second level education for the Church of Ireland/Protestant community. The hope of the conference organisers was that the conference would initiate a collective consideration of how the group of Protestant second level schools might work together in various partnerships into the future. Delegates heard from various speakers and held a group “fish-bowl” discussion during the afternoon.

The conference concluded with an address from the Minister for Education and Skills, Ms Jan O’Sullivan TD, who took the opportunity to announce an increase in funding to the SEC (further details in appendix B).

4. CICE

Reflecting the growing partnership between CICE and DCU, an inter-institutional linkage agreement was signed in January 2015. This agreement means that DCU becomes the sole accrediting body for all CICE’s degree programmes. This agreement marks a key stage in the journey towards the incorporation of CICE within DCU, further information on which can be found at: www.dcuincorporation.ie

5. 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 have been a small number of historical and current abuse referrals with some cases ongoing from previous years. The first priority in managing any such cases is to ensure the safety of the child. Statutory authorities are always notified and close contact maintained. Such cases also require careful fact checking and working co-operatively with Church authorities and external agencies.

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 an opportunity for sharing of information and resources and acts as a lobby group to influence child protection policy development at national level.

Links with child protection colleagues in other Churches in the Republic and beyond have been maintained.

The annual clergy training day held in November 2014 included members of clergy recently ordained, in first incumbencies, new to the jurisdiction and others seeking to update their knowledge.

The CPO co-facilitated training for ordinands at the Theological Institute with Ms Margaret Yarr CPO NI in December 2014.

Training and triennial parish evaluations continue to be undertaken by the CPO and diocesan support team members. The parish evaluation template has been revised in consultation with diocesan team members.

A number of new diocesan support team members have replaced those who have moved on. The Board of Education greatly appreciates the valuable work of diocesan team members.

A diocesan support teams' day was held in November. The invited speaker was Ms Teresa Devlin, CEO of the National Board for Safeguarding Children in the Catholic Church.

Ms Devlin outlined developments in child protection practice that have taken place in recent years to redress historical shortcomings in the Catholic Church. She stressed the need to focus on child welfare rather than protection of the institutions and the need for the child to have a voice.

The Catholic Church's Standards and Guidance document, first published in 2008, is currently undergoing a process of revision involving working groups and a widespread consultation process.

Training events attended by the CPOs during the year included a BASPCAN conference 'Safeguarding in Christian Churches' held in Sheffield in September 2014. The CPOs also attended the Church of England and Methodist Safeguarding Advisors' conference in County Durham in January 2015. The topic addressed was 'Promoting Resilience' in a variety of contexts, both in safeguarding work and for safeguarding advisors themselves.

Since the appointment of Ms Ruth Burleigh as an authorised signatory in 2014 she has taken major responsibility for the administration of the vetting service. The CPO remains as second authorised signatory and continues to provide vetting information and advice.

During the year an amended Garda vetting application form was distributed to parishes and online guidance notes provided for the completion of the form.

In September 2014 the CPO and Ms Burleigh attended training at the Garda Training College in Templemore, Co Tipperary in anticipation of commencement of the legislation and the introduction of the e vetting Garda pilot project.

General Synod members will recall that a summary of the National Vetting Bureau (Children and Vulnerable Persons) Act 2012 was included in last year's Report to General Synod. The commencement of this Act was expected in 2014 but a requirement for further amendment has delayed commencement until later in 2015.

A guidance leaflet for members of select vestries was published as an addition to the Safeguarding Trust suite of resources in January 2015. It may be downloaded from the Safeguarding Trust website or provided in hard copy on request.

6. Religious Education (*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 is based on the completion of course work and attendance at a summer school.

The Board continues to be grateful to CICE and in particular to its principal Dr Anne Lodge and Ms Jackqui Wilkinson, for nurturing and facilitating this endeavour.

Follow Me RE Curriculum

Following the passing of a motion at General Synod 2014 in relation to the inspection of RE at primary level, discussion were initiated with the Roman Catholic Episcopal Commission to ascertain the current practice with regard to the inspection of RE at primary level in Roman Catholic schools. The RC Episcopal Commission has been very helpful and encouraging in this regard. Considerations on the implementation of the inspection of RE are still ongoing. Consultation with Patrons, Diocesan Boards of Education, School principals, teachers and Boards of Management will be a necessary element of the implementation of this motion.

Discussions are ongoing with Veritas in regard to undertaking a Review of the *Follow Me* RE Curriculum. The Board wishes to express its thanks to Veritas who have agreed to share resources from the redevelopment of the *Alive O* RE curriculum into the “Grow in Love” curriculum and to assist in the redevelopment of the *Follow Me* RE curriculum. Consultations with Patrons, school staff and Boards of Management will also be a necessary element of this process.

Religious Education Co-ordinating Committee

The Board has re-appointed an RE sub-committee, to be chaired by the Archbishop of Dublin and Glendalough, the Most Rev Dr Jackson to advance matters regarding RE. The sub-committee is comprised of representatives of primary level principals and teachers, RE and curricular specialists and representatives of the Reformed Christian Churches.

7. Grants awarded by the Board in 2014

The Board continues to support the following bodies through grant aid:

- The Past Students Association of the Church of Ireland College of Education;
- Search (A Church of Ireland Journal);
- The Children’s Ministry Network of the Church of Ireland.

B. 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.
- 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. **Education Bill 2014:** Transferor Churches welcome new Education Bill.
2. **Controlled Sector Support Body:** Functions of the forthcoming support Body are outlined.
3. **Shared Education:** Significant recent developments show increasing government commitment to shared education.

4. **DE Draft Budget 2015-2016:** Churches issue strong warnings of the negative effects of budget cuts to education.
5. **Religious Education (RE):** Concern expressed for the current low level of professional support for RE teachers.
6. **Review of Initial Teacher Education (ITE) in Northern Ireland:** Report of an international panel is evaluated.
7. **Consultations responded to:** Four important consultation responses.
8. **Safeguarding Trust:** Report of the work of the Child Protection Officer NI.
9. **Safeguarding Board NI:** a government agency proposal to develop an Inter-Faith Committee to enhance child protection recognises the important role of Churches with children and young people.
10. **Building Blocks - Children’s Ministry Conferences:** Report of two annual conferences for children’s ministry workers.
11. **Annual Theological Lectures at Queen’s University Belfast (QUB):** 2015 lectures were well attended and widely appreciated.
12. **Membership.**

Report

1. Education Bill 2014

In September 2014 the NI Executive agreed to withdraw its commitment to establish an Education and Skills Authority (ESA) and instead agreed to replace the five existing Education and Library Boards (ELBs) with a single body based upon the model of an ELB. The Executive also agreed to establish a new body to support controlled schools. A draft Education Bill was brought to the Assembly with agreed accelerated passage and the final reading took place on 17 November 2014 with a view to being enacted as soon as possible following Royal Assent. The Board of the new Education Authority will consist of a chair appointed by the Minister and 20 members, comprising eight political members, and 12 non-political members. These 12 will comprise nominees representing: the Transferors, Catholic Trustees, Integrated schools, Voluntary Grammar schools, and Controlled Grammar schools.

The Secretaries of the Boards of Education of the Church of Ireland, Presbyterian Church in Ireland and Methodist Church in Ireland issued the following short statement supporting the new development:

‘The Transferor Churches welcome the agreement today by the Executive that legislation will be drafted to establish a single body to replace the five Education and Library Boards. It is good that a way forward has been found to place the future of educational administration on a secure footing and to remove the current uncertainty.’

The Transferors also warmly welcome the Executive's agreement that the proposed Bill will include an additional provision to fund a new body to support Controlled schools. At their annual meetings of General Synod, General Assembly and Conference earlier this year, the three Transferor Churches expressed deep concern at

the continued disadvantaged position of Controlled schools and called on the Minister to create a body to support and advocate for the Controlled sector. The Churches are pleased that he and his Executive colleagues have responded and acknowledge the support of those parties whose work over the years has enabled such a positive development. The establishment of this new body will correct a deficit in the education system which has existed for decades and will enable Controlled schools to feel they now have an advocate body to work alongside them to bring about continued improvement in educational outcomes for children and young people.’

2. Controlled Sector Support Body

Following the successful passage of the Education Bill through the Assembly in November 2014, the Minister agreed to restore funding to the Controlled Schools Sectoral Support Body Working Group. In addressing the Assembly on 14 October the Minister outlined the functions of the Support Body;

- Provide a representational and advocacy role for Controlled Schools, including advice and support in responding to consultation exercises in respect of education policies, initiatives and schemes, and in regard to relationships with the Department, the Education Authority and other Departments;
- work with Schools within the sector to develop and maintain the collective ethos of the sector including, where appropriate, a role in identifying, encouraging and nominating governors and in ensuring ethos is part of employment considerations;
- work with the Education Authority to raise educational standards;
- participate in the planning of the schools estate, assessing current and ongoing provision within the sector, participating in area-based planning co-ordinated by DE and the Education Authority (including membership of the Department’s Area Planning Steering Group) and engaging where appropriate in strategic planning processes, including community planning; and
- build co-operation and engage with other sectors in matters of mutual interest, including promotion of tolerance and understanding.

The Board of Education agrees with the TRC assessment that the renewed political agreement to establish a support body for controlled schools is excellent news and will ensure this sector has similar support and representation as other sectors. Transferors are represented on the Working Group which has been meeting regularly to produce a business case to ensure the Controlled Schools’ Support Body is established on a firm strategic and financial foundation. The aim of the Group is to ensure that the Body is operational at the earliest opportunity to provide effective support for the Controlled Sector and advice to the emerging Education Authority. The Board urges the Department to expedite the various administrative processes to approve the business case and allow the support body to come into existence as soon as possible.

3. Shared Education

There have been some significant developments in Shared Education in the past year. In October 2014 the NI Assembly Education Committee for Education began an Inquiry into Shared/Integrated Education, and sought contributions from

stakeholders. The TRC made a written submission and was asked to bring oral evidence to the Committee on 18 February 2015. The TRC emphasised the commitment of the three transferor Churches to the development of shared education through a range of approaches appropriate to the context of local schools. In December 2014 the Minister announced funding of £25m over four years being made available to support shared education in schools, focussing on those already engaging in collaborative projects. In February 2015, six projects involving more than 20 schools were permitted to proceed to the feasibility and economic appraisal stage. In January 2015 the Minister launched a consultation on a proposed policy and an accompanying Shared Education Bill. The Bill proposes a definition and core principles of shared education, along with actions and interventions the Department will take to support its development. TRC has made a response to the consultation cautiously welcoming the development although expressing concerns that the wording of the draft definition could have a narrowing effect on the range of shared education proposals coming forward.

Jointly Managed Church Schools: During the past year transferors, representatives of the Catholic Trustees and DE have held a number of meetings regarding the framing of draft guidelines applicable to proposals for such schools. Discussions have been productive and are ongoing; the Department proposes to publish later in 2015 a circular of guidance for those schools considering this new form of sharing.

4. DE Draft Budget 2015-2016 consultation

TRC submitted a strongly worded response to proposed cuts to the Education Budget including the following comments:

‘Whilst acknowledging that in times of economic difficulties the Government must take measures to reduce spending by departments to balance the budget, it is deeply disappointing that the education of children could not have been given special exemption from the cut-backs. It is of grave concern that the budget for education is being required to endure the harsh reductions as proposed. Reductions of 8.4% in the Resource Budget and 19.7% in the Capital Budget will in our view seriously damage the future capability of the education system to deliver the high quality education children deserve’.

‘Transferors who serve on Controlled school boards of governors are reporting that implementation of the cut in the Aggregated Schools Budget of £78.7m at school level will necessitate many schools losing teaching staff and/or support staff. The necessary outworking will be increased class sizes and less dedicated time for supporting those children who need it most’.

‘We have a deep concern that implementing such severe budget cuts will bring an impossible burden to already stressed teachers and the present curriculum of active learning could become impossible to implement’. Following the consultation on the draft budget, the Finance minister announced in his revised budget that Education would receive an extra £63m. While this should bring some relief to the education system it is unclear at this stage what impact this will make at school level given that budget cuts will still be required.

5. Religious Education (RE)

The Board continues to be concerned at the current low level of professional support available to teachers of Religious Education. Due to the cuts in ELB budgets, the Curriculum and Advisory Support Service (CASS) to most subject teachers has been diminished to virtually zero. Due to retirements there is currently only one RE advisor across the five ELB areas and his work has been mostly reallocated to school improvement. The TRC has raised this issue at various levels: with MLAs, the ELBs and the Department itself. One possible way to address the current deficit is through a TRC proposal to include RE support for schools in the work of the Controlled Sector Support Body under the heading of developing school ethos. A key component of the religious aspect of the ethos of a Controlled school is its unique un-denominational approach to RE and collective worship.

6. Review of Initial Teacher Education (ITE) in NI

A panel of international education experts, appointed by the Minister of the Department for Employment and Learning (DEL), has reviewed the system of initial teacher education in NI and made recommendations to the Minister.

The Review Group has examined the best international practice for ITE and how the present structure of teacher training in NI might be developed. The Group has proposed four options for consideration: (A) enhanced collaboration between the existing institutions; (B) a two-centre model, with one institution based in the North-West and the other in Belfast; (C) a Northern Ireland Teacher Education Federation, in which existing institutions continue but with some ceding of responsibilities to a supra-institutional federal body; and, finally, (D) a single Northern Ireland Institute of Education in which the distinctive missions of the current teacher education institutions would be retained.

The DEL Minister has published the report, circulated it to stakeholders and has stated that he would be seeking views. This Board has had an initial discussion of the various options and reflected on the merits of each. The TRC was invited to a meeting with the Minister in February 2015, and in line with its earlier oral submission to the Review Group gave support to the closer integration of the current ITE providers with their university settings to enable better synergies between educational research, teacher education and professional development. They stressed that this should be achieved in a way which fully respects and protects the ethos of each ITE institution. The TRC suggested that it would 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. Therefore in the view of the TRC, option (A) offered the most pragmatic way forward at this stage.

Realistically, progress in re-modelling ITE in NI will require political agreement and at present there is a polarisation of opinions. In January 2015 the DEL minister in response to a cut in his department's 2015/16 budget allocation, proposed to remove a 'premia' which is a supplementary funding stream worth £2m for St Mary's and Stranmillis. The knock-on effect of this cut could threaten the sustainability of both colleges in their current form. Following a public campaign of opposition to the cut

back, on the 12 March the NI Executive reversed the minister’s decision and restored the ‘premia’ to both colleges. This is a measure of the lack of political consensus on remodelling Teacher Education provision in NI.

7. Consultations responded to:

- Department of Education;
- Draft Budget 2015-2016;
- Review of Home to School Transport policy;
- Sharing Works: a Policy for Shared Education;
- NI Assembly Education Committee for Education: Enquiry into Shared / Integrated Education;
- Safeguarding Board NI: Child Protection and Safeguarding Learning and Development Strategy and Framework.

8. Safeguarding Trust

The Child Protection Officer NI (CPONI) continues in her role of providing advice and guidance regarding the implementation of Safeguarding Trust to parishes, dioceses, mission agencies and related organisations throughout Northern Ireland. In this work, 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 February 2015. Some members of the clergy from the Republic of Ireland also attended. Training events for panel members were held during March and April 2015 and both CPOs will together facilitate training in Clogher diocese in the autumn. Both CPOs facilitated Safeguarding Trust training to first year students in CITI in December 2014. 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 BASPCAN (British Association for the Study and Prevention of Child Abuse and Neglect) conference, ‘*Child Abuse in Christian Churches: What Progress Has Been Made?*’ in September 2014, and a Church of England and Methodist Church Joint Safeguarding Conference on the theme of resilience, in February 2015.

The CPONI continues to be a member of 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 2014 when the lists of parishes to be evaluated during the next twelve months were distributed. Several new evaluators joined the teams and were warmly welcomed on board. 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. Advice and guidance in relation to changes and updates of the checking process are regularly provided to parishes and users of the vetting service.

9. Safeguarding Board for Northern Ireland (SBNI)

The SBNI is a government agency established in 2012 as the key statutory mechanism for effective information sharing, collaboration and understanding between families, agencies and professionals working in child protection in NI. It has been recently recognised that faith organisations have a vital role in children’s and youth provision across NI. Hence the SBNI is proposing the establishment of an Inter-Faith Safeguarding Committee for the purpose of information sharing, development of policies, procedures, training and safeguarding initiatives on a multi-agency basis. The Board welcomes this proposal which will give Churches representation on the Committee and enable them to be considered partners with statutory agencies in the safeguarding of children.

10. Building Blocks Children’s Ministry Conferences

In November 2014, 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 200 delegates from a wide range of churches, with the Church of Ireland having significant representation at both venues. The key-note speaker was Ms Lucy Moore the founder of the *Messy Church* programme. 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.

11. Annual Theological Lectures at Queen’s University Belfast (QUB)

The 2015 lectures were held on February 16 and took a different format from previous series with short contributions from leaders of the four main Churches in Ireland on the theme of “*Mission of the church in Northern Ireland in 2015: Obstacles and Opportunities*”. 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.

12. Membership

The Board has accepted the resignation of Mrs Paddy Wallace who served on this Board for many years. Members thank her most sincerely for her contributions and insights gained from her wide experience as a post-primary school teacher and her deep interest in the Church’s ministry with children. The Board welcomed three new members: Professor Rosalind Pritchard, Dr Ivor Hickey and Mr Andrew Frame

Board of Education – Report 2015

(CIYD representative) and looks forward to their contribution to its discussions. The Board congratulates the Very Rev Bryan Kerr on his recent appointment as Rector and Dean of Dromore Cathedral.

The NI Board wishes to pay tribute to the work of Rev Dr Ian Ellis and the grateful thanks of the Board is expressed in the appreciation above.

APPENDIX A

THE GENERAL SYNOD BOARD OF EDUCATION

The following are the members of the Board and its committees as on 31 March 2015.

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

Very Rev George Davison

Elected members

Armagh

Rev Elizabeth Stevenson

Mr Tom Flannagan

Clogher

Very Rev 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

Rev Paul Olhausen

Ms Ruth Handy

Meath

Rev Canon John Clarke

Mr Adrian Oughton

Cashel Ferns and Ossory

Rev Canon Patrick Harvey

Mrs Avril Forrest

Cork

Very Rev Adrian Wilkinson

Mr Wilfred Baker

Limerick and Killaloe

Rev Canon Robert Warren

Ms Margaret Brickenden

Co-opted members

Mrs Rosemary Forde
Mrs Helen McClenaghan
Mr Roy McKinney
Mrs Patricia Wallace
Ms Amy McCrea (CIYD)
Rev Brian O'Rourke
Rev Niall Sloane (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)
Mrs Susie Hall (ASTI)
Ms Vicki Meredith (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)

Vacant

**EXECUTIVE COMMITTEE
(FOR THE YEAR ENDED 31 MARCH 2015)**

Archbishop of Armagh, Most Rev Dr Richard Clarke
Archbishop of Dublin, Most Rev Michael Jackson
Mrs Ethne Harkness
Rev Gillian Wharton
Rev Canon John McKegey
Mr James Bunting
Mr Thomas Flannagan
Rev Brian O'Rourke
Mr Michael Hall
Ms Adrian Oughton

BOARD OF EDUCATION (NORTHERN IRELAND)

Ex-officio members

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 | Very Rev 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 Francis Boyd
Mrs Rosemary Forde
Mrs Helen McClenaghan
Mr Andrew Frame
Dr Ian Hickey
Rev Canon John McKegney
Mr Roy McKinney
Prof Rosalind Pritchard
Rev 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)

Vacant

BOARD OF EDUCATION (REPUBLIC OF IRELAND)

Ex officio members:

The Archbishop of Dublin and Glendalough, Most Rev Dr Michael Jackson (Chair)
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, Cloyne and Ross, 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 Amy McCrea

Sunday School Society: Rev Niall Sloane

Co-options GS BOE: Mr Andrew Forrest

Observers:

Rev Trevor Gribben
(Presbyterian Church)

Ms Daphne Wood
(Methodist Church)

Secretary, Board of Education (Republic of Ireland)

Dr Ken Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

APPENDIX B
SECONDARY EDUCATION COMMITTEE
REPORT 2015

Membership

Church of Ireland

Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross (Chair)

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

Mrs Eleanor Petrie

Vacant

The Methodist Church

Rev Nigel Mackey

Dr John Harris

The Religious Society of Friends

Mr Alan Harrison

Mr Nigel Pim

Secretary to the Board and to the Company

Dr Ken Fennelly

Administrator (Grants Scheme)

Mr David 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 meet five times annually (or as necessary). The SEC also has a Finance Sub-Committee which meets five times annually or more often as necessary. The Committee notes the retirement of the Rev Mary Hunter (Presbyterian nominee) and thanks Rev Hunter most sincerely for her commitment to the SEC over many years. The Committee wishes Rev Hunter well in her retirement. The retirement of Rev Hunter creates a vacancy for a nominee from the Presbyterian Church in Ireland and the Committee awaits a nomination in that regard.

The Committee welcomes Mr Nigel Pim as the nominee to the Committee from the Religious Society of Friends (Quaker).

Block Grant Scheme

Enrolments in the twenty fee charging schools totalled 7,763 Day Pupils (7,773 in previous year); 2,101 Boarders (2,108); 9,881 in total (9,864). 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 €6,536,164 (€6,457,363). The net cost of administering the SEC scheme was €139,013 (€146,642). There is no grant to assist the running of the office.

The following numbers of grants were awarded in respect of the 2014/15 school year: 1,513 day grants (1,505), 860 boarding grants (821), in total 2,334 (2,326).

The Committee were forced to revise the grants for the school year 2014/15 on a scale for boarding from €957 to €7,629 (€1,095 - €7,767) day € 261 - €2,682 (€399 - €2,820). This represented a reduction of €138 per grant on the previous year.

The Administrator, Mr David Wynne and Ms Bridie 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

The Memorandum of Agreement between the SEC and the DES concluded in January 2015. Negotiations in regard to a renewal of the Memo were carried out in 2014 and concluded in September 2014. The negotiations coincided with a change of Minister for Education and Skills. As a result of the negotiations the newly appointed Minister for Education and Skills, Ms Jan O’Sullivan TD, was in a position to announce an increase in the total funding of the SEC by €250,000 annually for the forthcoming three years. The SEC wishes to record its grateful thanks to the Minister for authorising this increase to SEC funding. The Minister is aware also however that while this figure is substantial and greatly welcomed, it will only allow the SEC to remain on a “break even” basis since the level of need and demand for grant funding continues to rise and so it is no guarantee that grant levels will not decrease into the future.

Administration

The Committee appreciates the work of the Administrator, Mr Wynne and the Administrative Assistant Ms 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 C

SUNDAY SCHOOL SOCIETY FOR IRELAND REPORT 2015

The Sunday School Society (the “Society”) was founded in 1809 and, according to its Constitution, has the following aims:

- To promote Religious Education among children in a parochial context.
- To promote the establishment of clubs and facilitate the conducting of same throughout the Church of Ireland.
- To provide opportunities and courses for the training of club leaders.
- Provision of help and advice for clergy and leaders regarding the use of resources in clubs.
- To work where appropriate with the clergy and organisations which promote children’s ministry.

Trainings delivered through Sunday School Society 2014:

- Delivered Dublin & Glendalough Diocesan Training evening in Taney in May. The workshop explored the theme of Thankfulness in relation to Harvest, several Bible stories and different ideas for storytelling, crafts, creative prayer ideas, music and games.
- Delivered Dublin & Glendalough Diocesan Training evening in Castleknock in September. Sunday School Society trainers* were joined by CIYD trainer Ms Amy Mc Crea and together we explored ideas, programmes and resources suitable for Harvest & Advent for children under 5 right up to 12 years.
- Delivered Cashel, Ferns & Ossory Diocesan Children’s Ministry training evening in October. Again this explored resources, recommended programmes, useful websites, as well as examples of storytelling techniques, creative prayer ideas, crafts, music, memory verses and games in general, with specific mention of a ‘Thankfulness’ theme.
- Delivered a Children’s Ministry Training Workshop at Kilmore, Elphin & Ardagh Diocesan Resource Day in October. It was a whirlwind exploration of top tips for Children’s Ministry.
- Building Blocks Dublin, November: Sunday School Society provided two of the workshops at the Dublin Building Blocks - Equipping New Leaders and Creative Prayer. Both workshops ran twice.
- Building Blocks Belfast, November –Sunday School Society facilitated a workshop on Preparing for the Liturgical Seasons.

*The two Sunday School Society trainers are Ms Lynn Storey and Ms Lydia Monds. The Society also brings in facilitators for specific trainings in a diverse range of topics depending on the needs of a diocese. Clergy are greatly encouraged to attend these events and to support the attendance of their Sunday Club leaders at these events also. The feedback from our training sessions continues to be extremely positive as people take away practical ideas for application in their own Sunday School or Club.

Building Blocks 2014:

- Sunday School Society disseminated information on Children’s Ministry in general and on the Building Blocks National Training Day in particular, through mail shots to parishes and through attendance at seven diocesan synods with a Children’s Ministry stand and flyers.
- The Society has two representatives on the working group that organises the Dublin Building Blocks Event and who liaised with the Belfast Building Blocks committee.
- Both National events were a massive success with key note speaker Ms Lucy Moore from Messy Church, a range of excellent workshops, great attendance at both days and multiple practical take home ideas for people to implement in their own Sunday Clubs.
- Sunday School Society is privileged to be a part of such a fine example of ecumenism, living out the message of the Gospel through a variety of denominations working together and learning from each other.

Resources 2014:

- The Society disseminated a children’s ministry leaflet at General Synod and in parishes in 2014 to reiterate the support framework provided by the Sunday School Society and the Children’s Ministry Network.
- The Society established a Church of Ireland Children’s Ministry website which continues to be updated with ideas, resources, training events and children’s programmes run by the Church in various dioceses: www.cm.ireland.anglican.org
- The Society facilitates the Church of Ireland Children’s Ministry Facebook page which is updated several times a week and reaches 300+ people. This network reach continues to grow. www.facebook.com/churchofirelandchildrensministry

Resources & Trainings marked for 2015:

- A recurring need emphasised by Children’s Ministry leaders is access to good programme materials for Under 5’s. The Society has researched different options and has supported the writing of an Under 5’s programme to be piloted between February and April, ready for dissemination to parishes in September 2015. The course content provides all the materials and guidance that a leader would need to run the programme and training will be offered for those wishing to implement it.
- In conjunction with the Children’s Ministry Network, the Society will be supporting the developing and dissemination of a training pamphlet that outlines the types of training available to dioceses.
- There had been an increased interest in diocesan trainings which will continue to be offered throughout the next year in conjunction with the Children’s Ministry Network.

Sunday School Society for Ireland Team

Rev Niall Sloane, Chairperson

Rev Adrienne Galligan, Education Advisor

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Rev Baden Stanley, Children's Ministry Network Rep for Dublin & Glendalough
Ms Lynn Storey (Practitioner, Trainer, CMN consultant and Building Blocks organiser)
Mrs Heather Wilkinson, Former Chairperson, Sunday Club Consultant
Dr Ken Fennelly, Secretary, General Synod Board of Education (RI)
Dr Ken Milne, Education Advisor
Ms Isobel Hawthorne Steele, Children's Ministry practitioner & advocate
Rev Eugene Griffin, Treasurer
Rev Sarah Marry, Secretary & CMN Cork
Ms Lydia Monds, Children's Ministry Development Officer for the Sunday School Society

For more information contact: sss@ireland.anglican.org

**CHURCH OF IRELAND YOUTH DEPARTMENT
REPORT 2015**

MEMBERSHIP

Executive

| | |
|-----------|---------------------|
| President | Most Rev Pat Storey |
| Chairman | Rev Paul Whittaker |
| Treasurer | Mr Edward Hardy |
| Secretary | Mrs Judith Peters |

Rev Malcolm Kingston
Mr Andrew Brannigan
Mr Alan Williamson

Central Board

| | |
|----------------------|--------------------|
| Mr Steven Brickenden | Rev Diane Matchett |
| Ms Joyce Clinghan | Rev Niall Sloane |
| Rev Nicola Halford | Rev Philip Heak |
| Mrs Zara Genoe | |

Co-options

Ms Julie Currie
Ms Sarah Lowry
Mr Martin Montgomery
Mr Damian Shorten
Rev Lesley Robinson

Standing Committee

Ven George Davidson
Mrs Hazel Corrigan

Staff

Full-time Youth Ministry Development Officer (Northern Region)

Mr Andrew Frame

Full-time Youth Ministry Development Officer (Southern Region)

Ms Amy McCrea

Office Manager

Mrs Barbara Swann

Review of the year 2014

Summary:

2014 was the last full year of our strategic plan for 2012-15 and it was a year that saw the re-establishment and growth of youth ministry initiatives following previous years of staffing and funding changes. The Church of Ireland Youth Department (CIYD) team now consist of a southern regional Development Officer, Ms Amy McCrea and a northern regional Development Officer, Mr Andrew Frame. They are both supported through administration and communications by our Office Manager, Mrs Barbara Swann.

Of note in 2014 were:

- The growth of the Anois camp for young people to also include a cross-border element.
- New programme activity with the development of a coffee shop and supporting leadership team for the ‘Catalyst’ event for 20’s and 30’s in Glenarm.
- A Southern Region mission trip to Zambia with youth leaders.
- The continuation of the ‘Connect’ venue for youth leaders at Summer Madness.
- The development of a new leadership team to run the youth ministry programme at the New Wine Conference in Sligo.
- 12 Connect events and numerous other training and advice meetings to support youth workers and volunteers across both regions.
- Various youth leadership training events and initiatives.
- The opening of a new office and resource centre based in Church of Ireland House, Belfast.

Strategic Review for 2014:

CIYD undertakes, for efficiency reasons, operational plans for two regions of Ireland, a southern and northern region. The northern region comprises of the northernmost 5 dioceses and the southern region the other 7 dioceses. These operational plans fulfil an all Ireland strategy but on a regional basis. They exist in parallel to each other and continue to operate under an all-Ireland structure and governance but may fulfil the strategic objectives differently according to their region’s context and needs. Both regions are supported by a national office based in Belfast (although there is a base for the southern officer in Church House, Dublin) and also collaborate on national programmes.

An outline of both the regional and national initiatives is contained within the ‘Programme review’ section of this report.

The strategic plan for 2012-15 had a number of performance indicators to help us identify how well we have progressed in meeting our objectives. It is pleasing to note that, despite several significant challenges over this period, most of these objectives were met. However, with the completion of this strategy it is important that we continue to meet the needs of the church in a changing environment and so we will be developing a new strategy in 2015 for the coming years.

Programme Review 2014:

The programme of work undertaken by CIYD at both a regional and national level in 2014 is outlined as follows:

Northern Region

- Youth worker support through our Connect programme and other individual meetings;
- Speaking and leading at various youth events and residential;
- Assisting dioceses in the planning and delivery of programmes and the development of strategy;
- Training initiatives with parishes and central training opportunities such as the ‘Essentials’ training day;
- ‘Inspire’ road show events to encourage volunteer leaders;
- Foundations character course for 18 young adults and bi-monthly event for around 90 young adults.

Southern Region

- Assisting dioceses in the development of youth ministry strategies and employment of workers;
- Training initiatives such as youth leadership weekends, resource days and individual sessions at both a central, diocesan and parish level;
- Youth worker support through our Connect programme and individual meetings;
- Mission trip with youth leaders to Zambia in August;
- Speaking at various youth events and weekends across the region;
- Deputation regarding youth ministry at diocesan events and national networks;
- Involvement at the National Ploughing Championships.

National Programmes:

- The continuation of the Anois residential on developing faith attended by around 100 young people and 30 leaders from across Ireland;
- A new partnership with ‘Catalyst’ to help plan a weekend residential for people in their 20’s and 30’s. Delivery of the main coffee and social area for this event;
- Partnership with Summer Madness to deliver the Connect leaders’ venue at the festival, which included a coffee shop-type area and seminars for leaders and young people. Attended by over 200 leaders;
- A new partnership with New Wine Ireland to deliver the youth programmes for around 120 young people at their summer week in Sligo;
- Youth workers retreat overnight in Donegal.

Update on CIYD networks and development across Ireland

Youth Link: NI

CIYD representatives on the Youth Link Board are as follows: Mrs Sharon Hamill (Youth Link Chairperson), Mr Andrew Brannigan, Mr Jonny Phenix and Rev Stephen McElhinney.

YouthNet

CIYD is represented by the Youth Development Officer (Northern Region).

National Youth Council of Ireland

CIYD represented by the Youth Development Officer (Southern Region).

Belfast Health Trust, Faith based Sexual Health committee

Mr Andrew Frame represents CIYD on this committee.

Board of Education NI and RoI

Mr Andrew Frame represents CIYD 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 their Executive Chairman to this committee.

Children's Ministry Network

Ms Amy McCrea is in attendance at this network.

Catalyst

Mr Andrew Frame and Ms Amy McCrea represent CIYD on the core planning team.

DIOCESAN REVIEW

ARMAGH

- Four Sunday night events per year averaging 40-100;
- Easter dawn service attracts 400;
- Residential in November;
- Aspiration for Wells type project (as in Clogher diocese);
- One full time youth worker, 2 interns and 1 part time;
- Strong on uniformed organisations.

CASHEL, FERNS & OSSORY

We are entering into the third year of a diocesan strategic plan to support the development of new regional initiatives in youth ministry.

- Due to the large, predominantly rural nature of our diocese, parishes are encouraged to develop youth work at a more local level within parishes or amongst clusters of parishes working together;
- Care and management of financial grants within this diocese operate under the auspice of the Bishop and the diocesan finance committee;
- We are delighted that under this new initiative we have seen the development of new

youth clubs within parishes and groups of parishes, the employment of a number of parish youth officers, a youth officer working specifically with Waterford Institute of Technology and an increase in adult youth leader training;

- On a larger level we have seen confirmation retreats involving seven different parishes, teenage leader training weekends involving five different parishes and a day trip to Oakwood in Wales which included young people from six parishes;
- It is hoped in 2015 to continue to develop these initiatives as well as develop a diocesan youth council, with the help of Ms Amy McCrea from CIYD.

CORK, CLOYNE & ROSS

- New appointments in Cork this year: Diocesan Youth Co-ordinator based in West Cork, Ms Hilda Connolly with responsibility for developing youth groups and organising events; a new joint post with Middleton College, Ms Kristin Hollowell as College Chaplain and Diocesan Youth development Officer for East Cork;
- Diocesan events run throughout the year ranging from weekends away, soccer, trip to Summer Madness, table quiz etc;
- Schools team continues to run retreat days, and training days on bullying, social networking, relationships and sexuality throughout the Diocese;
- Youth groups running throughout the Diocese with support from Kristin and Hilda;
- Devolved funding used to support youth groups, and to subsidise events;
- Highly successful youth leaders retreat in Kerry, with focus on the spiritual life of the youth leader;
- Youth Council active in management of events, finances and administration.

CONNOR

Since forming the youth council in January 2014, momentum in our diocesan youth work has been steadily building.

- The support of CIYD has been invaluable and we have particularly valued the input of Mr Andrew Frame, who has helped us develop a vision and strategy for youth work in our diocese;
- Events: Over the past year, we have had 3 diocesan youth evenings where scores of our young people have engaged with worship, teaching, prayer and activities.
- Connor Camp Out: Last year at Summer Madness, we had our first ever Connor sub-camp;
- Connor takes the castle: After the success of last year's diocesan youth weekend in Castlewellan, we are planning the next one;
- Inspire Nights: In partnership with CIYD, we have had 2 nights for youth leaders from across our diocese. We have considered these important events not only to connect our youth leaders, but also to thank them, and resource and inspire them in their valuable service;

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- Prayer: Along with many of the diocese across Ireland, Connor hosted 12 hours of prayer in Lisburn Cathedral;
- Streetreach: This year we are piloting "Street Reach" in Glencairn and Whiterock from the 30th June-3rd July 2015.

CLOGHER

- Consultation process across diocese completed, guiding the strategic planning of new diocesan-wide youth council formed with Executive officers and Rural Deanery representation;
- Series of new diocesan youth events hosted by Rural Deanery youth groups proving very successful, attended by 100 young people and leaders at each event. Youth leader training and events seeking to support and encourage our volunteer leaders;
- Group from the diocese attended Anois for the first time - very significant for young people involved;
- Planning for diocesan groups to attend Catalyst and Summer Madness in 2015;
- Working with approximately 350 young people and 80 leaders in 18 youth ministries;
- Streams project connecting young adults into wider parish life has begun, with encouraging initial interest.

DERRY & RAPHOE

Derry and Raphoe runs a broad and active programme for young people and leaders throughout the dioceses, aiming to run at least one event per month. Some of these have been highlighted below:

- DRY runs a traveling monthly worship event called 'Blaze' which aims to bring modern worship and Biblical teaching to young people throughout the diocese. To date this has been held in 10 parishes both in Derry and Raphoe dioceses;
- In collaboration with Youth Link, DRY ran an Open College Network (OCN) youth work certificate which resulted in 18 leaders from around the diocese achieving their Level 2 qualification;
- The diocese runs two youth weekends and two residential overnights per year, covering both dioceses, a Confirmation overnight and an Easter Celebration event;
- Alongside going to Summer Madness, DRY runs a community outreach event straight afterwards called 'On The Move' which brings Christian Service to life for those who attend;
- A team of ten young people and leaders went to the Czech Republic to run a holiday Bible camp for two orphanages with 70 children and young people. This experience was beneficial to both the children and the team, deepening spiritual and personal maturity;
- We sustain strong links with the Secondary School in Raphoe through the DYO teaching R.E. to 5th form;
- We offer advice and support to parishes running Confirmation classes or seeking to start

youth ministry provision.

DOWN & DROMORE

- The Down and Dromore Youth and Children’s Department has been expanded to include a families remit and now provides a wide variety of programmes, services and resources across a wide range of ages. This includes almost 50 youth fellowship groups and 90 Sunday Schools;
- Development of an ideas book ‘Inside Out’ for churches to help them with their outreach to people of all ages;
- Expansion of our summer camp to include junior and senior camps for young people. An additional camp for children in 2015 will bring our capacity to 120 campers over the summer;
- Continuation of the ‘New Life’ confirmation theme and a series of celebration confirmation services including goody bags, desserts, chocolate fountains and candy floss. Supported by a confirmation weekend for around 150 people;
- The development (with Derry & Raphoe Youth) of a free smart phone games app for youth and children’s leaders;
- The employment of our new Diocesan Youth Officer, Tim Burns.

DUBLIN & GLENDALOUGH

- In 2014 the Dublin & Glendalough Youth Council (DGYC) was established to work on shaping a vision for the future of Youth Ministry in the United Dioceses;
- With the support of the Diocesan Youth Officer the aim of the council will be to build up faith, discipleship and leadership in the young people of Dublin and Glendalough;
- The DGYC acknowledges that different parts of the dioceses have different Youth Ministry needs. While some areas with larger parishes have full time paid youth workers, others have no facilities for Youth Ministry at all; therefore their requirements will be vastly different;
- It is the aim of the DGYC that Youth Ministry will operate on a devolved basis with individual Rural Deaneries, or clusters of parishes (in Rural Deaneries or adjoining Rural Deaneries), deciding what will work best in their areas. They will be supported in their endeavours by the Diocesan Youth Officer. To assist with any projects the DGYC is offering grants to Rural Deaneries and clusters of Parishes to engage with Youth ministry in new and creative ways;
- The Council is in the process of appointing a Diocesan Youth Officer (DYO). An announcement is anticipated in April 2015.

KILMORE, ELPHIN & ARDAGH

- In May 2014 our confirmation weekend had 70 participants at the Share Centre in Linsaskea;

Church of Ireland Youth Department – Report 2015

- In June 2014 last year over 100 people from across the yKEA family travelled to Summer Madness in Glenarm, County Antrim. It was amazing to see young people on fire for God and eager to know more of his love and grace;
- As a result of the experiences of many young people there has been a 3 centred Alpha programme running in Cavan, Roscommon and Sligo to help to disciple young people in their own places;
- September saw the restarting and in some cases establishments of our youth groups across the diocese. We have been encouraged to see youth groups meeting regularly in 12 locations across the diocese;
- The yKEA leader weekend took place in Lissadell County Sligo in September. We had 30 young leaders keen to learn and to take part in the weekend. Ms Amy McCrea from CIYD facilitated much of the weekend;
- October brought the annual CIYD Anois event at Kilkenny College. A fair number travelled to the event and quite few leaders from across yKEA were involved in leadership team;
- Kilmore Cathedral in March saw yKEA take part in the CIYD day of prayer for young people.

LIMERICK & KILLALOE

- During 2014 the United Diocesan Youth Council planned and co-ordinated a good solid range day, weekend and week long programme and training events for young people throughout United Diocese;
- In March there were two weekends, "West Alive" with Tuam Diocesan Youth Council for 10-13 year olds in Athenry, Co Galway and "Spring Madness" with Cork Diocesan Youth Council in Bandon, Co Cork. Over bank holiday weekend in June there was a Diocesan Confirmation Weekend in Spanish Point, Co Clare;
- Over the summer in early July a group once again joined Summer Madness event at Glenarm Estate, Co Antrim. In late July a week long Junior Summer Camp took place at Ovoca Manor, Co Wicklow. A group of 18 young people from Ireland participated in an International Exchange trip to Germany. The summer concluded with week long Senior Summer Camp in Muckcross in Killarney;
- A Multi Activity Day took place in late September for young people from National Schools throughout United Diocese. About 20 young people and leaders over October bank holiday weekend joined "Anois" event in Kilkenny College organised by Church of Ireland Youth Department. This was closely followed in early November with "Junior Weekend" in Durrow, Co Laois;
- After Christmas there were two day trips to Dublin with Senior Trip (13 plus years) having a group of 15 teenagers from Mullingar Youth Club joining in the day;
- Despite small numbers attending the Diocesan Fellowship group continued to meet on third Saturday of each month in Limerick. Mr Damian Shorten continued to lead these

meetings each month;

- A priority for the future will be the development of a strategy for Youth & Children's Ministry at parish level in a large number of parishes.

MEATH & KILDARE

- Full time job advertised of Diocesan Youth and Children's Officer and Chaplain at Wilson's School. This appointment will be seminal in carrying forward our vision and strategy for the Diocese;
- Schools' service with an award of the Bishop's Medal. All schools prepare a project and demonstrate great creativity and imagination;
- Confirmation Days and Workshops;
- Chaplaincy involvement with young people;
- National schools linking with Parishes - youth/family services;
- CIYD Connect days for youth volunteers;
- Diocesan Fun Days.

TUAM, KILLALA & ACHONRY

- Over the past three years we have worked with the Church Mission Society (CMS) on the Mabweni project in Kenya;
- Climbed Croagh Patrick on a beautiful sunny day and Bishop Patrick Rooke led a service in the community hall at the bottom;
- Dawn service on the beach brings a fresh outlook to God, a chance to sing out in the open together and share in the bread and wine. After the service we go up for a hearty breakfast in the hall;
- Family service in Holy Trinity Westport;
- West Alive weekend with Ms Amy McCrea from CIYD and the Dioceses' of Limerick.
- Our ice skating trip to Dublin each year brings everyone together for a fun time on the ice and a trip to the shops;
- Ministry of Healing led a quiet day in Tuam Cathedral, which focused on, compassion for others and listening. Diocesan Cycle from Westport to Newport and back and Bishop Patrick having to find a sponge for his bicycle!;
- Diocesan Fun Day in Cong. Everyone bought food for the barbeque which was shared with all. We then had the opportunity to walk through Cong woods or take a boat trip on the lake. And to end the day we had a service in Cong Church.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT
YEAR ENDED 31 DECEMBER 2014**

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
INCOME AND EXPENDITURE ACCOUNT**

Year ended 31 December

| | | 2014 | 2013 |
|---|---|------------------|------------------|
| | | € | € |
| INCOME | | | |
| Grant Received | 1 | 171,403 | 178,081 |
| Funding provided by the RCB | | 186,735 | 174,657 |
| Deposit Interest | | 796 | 1,228 |
| Donations | | 8,538 | 10,418 |
| Programme | | 24,478 | 9,244 |
| Sundry Income | | 216 | - |
| | | <u>392,166</u> | <u>373,628</u> |
| EXPENDITURE | | | |
| Office & Administration Expenses | 2 | (53,517) | (43,278) |
| Staff Costs | 3 | (146,582) | (98,266) |
| Fees & Membership | 4 | (15,068) | (13,597) |
| Dilapidation Costs | | (20,605) | - |
| | | <u>(235,772)</u> | <u>(155,141)</u> |
| Operating Surplus for the Year | | 156,394 | 218,487 |
| TRAINING & GRANT ALLOCATIONS | | | |
| Training & Grant Allocations | 5 | (180,411) | (159,497) |
| (Deficit)/Surplus after Training & Grant Allocations | | (24,017) | 58,990 |
| Currency translation adjustment | | 4,697 | 1,340 |
| Net (Deficit)/Surplus for the year | | <u>(19,320)</u> | <u>60,330</u> |

CHURCH OF IRELAND YOUTH DEPARTMENT

BALANCE SHEET

Year ended 31 December

| | | 2014 € | 2013 € |
|---------------------------------|---|---------------|----------------|
| TANGIBLE FIXED ASSETS | 6 | 16,722 | - |
| | | <hr/> | <hr/> |
| CURRENT ASSETS | | | |
| Cash held on deposit by RCB | 7 | 126,566 | 129,166 |
| Cash at bank | | 4,256 | 10,021 |
| Prepayments | | 2,612 | 2,390 |
| | | <hr/> | <hr/> |
| | | 133,434 | 141,577 |
| | | <hr/> | <hr/> |
| CURRENT LIABILITIES | | | |
| Creditors | | (68,284) | (40,385) |
| | | <hr/> | <hr/> |
| Net Assets | | <u>81,872</u> | <u>101,192</u> |
| FUNDS EMPLOYED | | | |
| Balance at 1 January | | 101,192 | 40,862 |
| (Deficit) /Surplus for the year | | (19,320) | 60,330 |
| | | <hr/> | <hr/> |
| Balance as at 31 December | | <u>81,872</u> | <u>101,192</u> |
| | | <hr/> <hr/> | <hr/> <hr/> |

Church of Ireland Youth Department – Report 2015

Notes to the Financial Statements

| | 2014 | 2013 |
|---|----------------|----------------|
| | € | € |
| 1. Grant Received | | |
| Grant from Department of Children & Youth Affairs (ROI) | 171,403 | 178,081 |
| | <u>171,403</u> | <u>178,081</u> |
| | 2014 | 2013 |
| 2. Office & Administration Expenses | € | € |
| Insurance | 1,550 | 1,645 |
| Audit Fees | 4,059 | 3,998 |
| Professional Fees | 3,220 | - |
| Rent | 18,670 | 15,931 |
| Telephone, Postage & Internet | 6,598 | 8,082 |
| Office Expenses | 14,509 | 9,817 |
| Heat & Light | 4,007 | 2,621 |
| Depreciation | 965 | - |
| Resources | 357 | 405 |
| Sundry | - | 1,204 |
| Bank Interest & Charges | (418) | (425) |
| | <u>53,517</u> | <u>43,278</u> |

Church of Ireland Youth Department – Report 2015

| | | |
|---------------------------------|-----------------------|-----------------------|
| 3. Staff Costs | 2014 € | 2013 € |
| Staff Salaries | 116,992 | 69,303 |
| Staff Expenses | 17,344 | 16,023 |
| Central Board & Executive | 12,246 | 12,940 |
| | <u>146,582</u> | <u>98,266</u> |
| | <u><u>146,582</u></u> | <u><u>98,266</u></u> |
| 4. Fees & Membership | 2014 € | 2013 € |
| General Membership Fees | 2,022 | 1,635 |
| Youth Link NI | 13,046 | 11,962 |
| | <u>15,068</u> | <u>13,597</u> |
| | <u><u>15,068</u></u> | <u><u>13,597</u></u> |
| 5. Training & Grant Allocations | 2014 € | 2013 € |
| Training Events | 41,002 | 30,750 |
| Programme Events | 29,681 | 22,543 |
| Devolved Funding Grants | 109,728 | 106,204 |
| | <u>180,411</u> | <u>159,497</u> |
| | <u><u>180,411</u></u> | <u><u>159,497</u></u> |

Church of Ireland Youth Department – Report 2015

| | | |
|------------------------------------|----------------|---------------|
| 6. Tangible Fixed Assets | 2014 | 2013 |
| | € | € |
| Cost | | |
| At 1 January | 84,890 | 84,890 |
| Currency Adjustment | - | - |
| Additions | 17,687 | - |
| | <u>102,577</u> | <u>84,890</u> |
| Depreciation | | |
| At 1 January | 84,890 | 84,890 |
| Currency Adjustment | - | - |
| Charge for the year | 965 | - |
| | <u>85,855</u> | <u>84,890</u> |
| Net Book Value | | |
| At 1 January | - | - |
| | ===== | ===== |
| At 31 December | 16,722 | - |
| | ===== | ===== |
| 7. Cash on deposit held by the RCB | 2014 | 2013 |
| | € | € |
| Cash on deposit held by the RCB | 126,566 | 129,166 |
| | ===== | ===== |
| 8. Creditors | 2014 | 2013 |
| | € | € |
| Accruals | 68,284 | 40,385 |
| | ===== | ===== |

9. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2014, €1 = £0.7765 (2013: €1 = £0.8302).

THE COVENANT COUNCIL

The Church of Ireland and the Methodist Church in Ireland

REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2015

MEMBERSHIP

Church of Ireland

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)

Mr Harold Giboney

Rev Canon Ginnie Kennerley

Rev Dr Peter Thompson

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

2014 will be remembered as a pivotal year in the life of the Covenant between the Church of Ireland and the Methodist Church in Ireland. Council was delighted with the overwhelming support given to the Bill on Interchangeability by Synod, this being an affirmation of the continued support given by Synod to the Agreed Principles in 2010 and 2011. The presentation given by, and reception afforded to, the Methodist President, Rev Dr Heather Morris, was a moment of joy as the aspirations of the Covenant became ever more realised.

The subsequent participation by the Most Rev Richard Clarke, the Most Rev Michael Jackson, and the Right Rev Harold Miller at the installation and consecration of Rev Peter Murray as President and Episcopal Minister of the Methodist Church in Ireland, was the first step in bringing interchangeability into effect. This was followed by the participation of the current Methodist President, Rev Peter Murray, and former Presidents, Rev Donald Ker and Rev Winston Graham, as Episcopal Ministers in the consecration of Rt Rev Kenneth Kearon as Bishop of Limerick and Killaloe on January 24th 2015. This was the second step required and had the effect of bringing Interchangeability into full effect.

This is a monumental step in the life of our two Churches, and a model of ecumenism that is being both observed and admired in other jurisdictions. Council is keenly aware however that we must not view the passing into law of interchangeability as being the goal or the end of the matter. Rather, it is a mandate to deepen our relationships, mission and ministry. It needs to be acted upon, and not just admired. Covenant Council is pursuing protocols for participation in services of ordination, encouraging greater and more regular communication between our two Churches at episcopal level, and in the realm of theological education, as well as undertaking to develop greater unity in the arena of lay ministry training. Council aspires to host a conference focussed on the mission of our Churches, and will look to progress this in the next year.

Local Covenant Partnerships and Projects

As indicated there is much work that is ongoing and new work enabled by interchangeability. Council was delighted to see the development, under the Covenant of the relationship at Queen's University, Belfast. At the Methodist Conference in June 2014 the Church of Ireland Chaplain, Rev Barry Forde, was confirmed as the Methodist Chaplain, replacing Rev John Alderdice who took up a new position at Edgehill Theological College. The governance of the chaplaincy at Queen's continues to evolve to consolidate the unity already achieved. The Church on the Hill in Maghaberry continues to strengthen the bonds of unity, whilst new appointments in Movilla for both the Church of Ireland and Methodist Church offer up renewed hope for working together. Links continue to grow between the Church of Ireland Theological Institute and Edgehill College, and Council is grateful for the student observers from the Institute and the College who attend Council meetings.

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. Further, Council continues to encourage all Churches to consider celebrating the Covenant on or around the date of 24th May, this being John Wesley Day in the Church of England.

AMICUM and IASCUFO

The Covenant Council was delighted to welcome the attendance of, and updates by, the Right Rev Harold Miller and Dr Andrew Pierce. Bishop Miller provided insights into the current work of AMICUM, the Anglican-Methodist International Commission for Unity in Mission, together with its observances on interchangeability. Rev Dr Pierce spoke of the commendation by IASCUFO, the Inter-Anglican Standing Commission on Unity Faith and Order, of interchangeability, recognising the importance of local context and welcoming a visible realisation of ecumenical aspirations.

Membership

The Covenant Council was delighted to welcome and is thankful for the role of Rev Tony Davidson as Presbyterian Observer on the Council.

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.

Motions to propose at General Synod

The Covenant Council also propose 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:

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 2015

MEMBERSHIP

The Archbishops and Bishops (ex-officio)

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 (resigned November 2014)

Mrs Roberta McKelvey

Mr Philip McKinley (resigned November 2014)

Dr Kenneth Milne (Honorary Secretary)

Mr Trevor Morrow

Canon Daniel Nuzum

Rev Ása Björk Ólafsdóttir

Rev Niall Sloane (Honorary Records Secretary)

Ven Helene Tameberg Steed

Ms Catherine Turner

INTRODUCTION

The Commission on Church Unity and Dialogue (CCUD) is the Church of Ireland's principal organ for relating nationally and internationally both to other Christian traditions and to national ecumenical instruments.

The Commission continues to carry out its work through long term working groups, on Anglican, European and Inter-Faith matters, although the last named had a quieter than usual year as one of its most energetic members, the Rev Darren McCallig, has moved from Dublin to take up a post in Copenhagen. During his six years on the Commission Mr McCallig worked imaginatively to foster dialogue and understanding with other world faith traditions in Ireland.

The Commission is also fortunate to number among its members two representatives of international Anglican bodies engaged in theological dialogue with Orthodoxy. The Archbishops of Armagh and Dublin kindly keep the Commission informed about their engagement with the Eastern and Oriental Orthodox, respectively. The Archbishop of Dublin has also an involvement with the Anglican body which liaises with the Chief Rabbi of Israel and has kindly involved members of the Commission in a visit by the Chief Rabbi to Ireland.

As you will see from their more extensive reports below the working-groups of the Commission have engaged in routine business and taken several new initiatives. The Anglicanism Working Group has taken a further step in the Church's engagement with the Moravian Church of Great Britain and Ireland, an episcopally ordered Church which, although small in Ireland, has always enjoyed strong *fraternal* links with the Church of Ireland. The Anglicanism Working Group also continues to provide a forum for the activity arising from our membership of the Porvoo Communion, and the Church of Ireland's Porvoo Contact Person, Archdeacon Helene Steed, has provided a summary of that work.

After the European Affairs Working Group has been reconstituted it will be ensuring that the space provided by the Lisbon Treaty for Church involvement in the official structures of the European Union is fruitfully used. This engagement has usually been channelled through the Conference of European Churches (CEC) which has itself undergone significant structural reform.

Closer to home a small delegation from the Commission met recently with the new Clerk of the General Assembly of the Presbyterian Church in Ireland and a number of his colleagues who are involved in ecumenical relations, and we hope to meet on an informal basis once a year to discuss matters of common concern.

Members of the Commission continue to play a very full role in the Irish Council of Churches (ICC) and the Irish Inter-Church Committee and in Churches Together in Britain and Ireland. The Bishop of Clogher has succeeded Dr Donald Watts as Vice-President of ICC.

ECUMENICAL INSTRUMENTS

Considerations of space allow for only limited coverage of the work of the ecumenical instruments to which the Church of Ireland belongs. Their respective websites (given below) 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 (www.ireland.anglican.org).

The Irish Council of Churches (ICC): www.churchesinireland.com

The annual meeting of the Council was held in Arklow, Co Wicklow, on Thursday 10 April 2014, the Rev Fr Godfrey O'Donnell presiding.

Officers 2014-2017

President: Rev Dr Donald Watts

Vice-President: Rt Rev John McDowell

Immediate Past President: Most Rev Dr Richard Clarke

Churches Together in Britain and Ireland (CTBI): www.ctbi.org.uk

The Annual Conference took place in Cardiff on 29-30 April and was attended by Dr Kenneth Milne. The theme of the conference was 'Christianity: Continuity, Presence and Conflict', and it was considered with special reference to the situation of Christians in the Middle East who are rapidly decreasing in number due to political instability and internal conflicts in places where Christianity has had a presence since New Testament times. The conference was led by Archbishop Emeritus Chacour of the Greek Melkite Catholic Archeparchy of Akko and Dr Clare Amos of WCC. A clear message to British and Irish Churches from those participants in the conference who are familiar with the Middle East was that we can give invaluable support to Christians there by showing interest in their situation and, where possible, making contact with them.

Bishop Angaelos of the Coptic Orthodox Church was elected Moderator of CTBI at the Annual General Meeting that followed the conference and Dr Milne served on the search committee that preceded the appointment. The Rt Rev John McDowell, Bishop of

Clogher and Chairman of the Church of Ireland Commission for Christian Unity and Dialogue was appointed a Trustee of CTBI.

Prior to the referendum on Scottish independence, ACTS (the Scottish Churches), convened a meeting in Edinburgh of personnel from other Churches in Britain and Ireland and the ICC to discuss issues of particular Church concern. CTBI arranged for meetings in London for member Churches to consider these issues and Dr Kenneth Milne attended both the London and Edinburgh meetings.

Conference of European Churches (CEC): www.ceceurope.org

CEC is now operating according to its new Constitution that was launched at a ceremony in Brussels on 4 December that was attended by Dr Kenneth Milne. The Conference's structures have been greatly slimmed down and consequently their representative character is much reduced. Furthermore, the Church and Society Commission (CSC), on which the ICC had observer status, is being subsumed into CEC. The ICC is concerned at the prospect of this loss of contact, as is the Commission for Christian Unity and Dialogue, as the Church of Ireland took turn with other Irish Churches as their observer on the CSC, which has proved a most valuable means of maintaining a link with the institutions of the EU. This is particularly important at a time when, under the provisions of the Lisbon Treaty, Churches have a guaranteed *right of access* to the European Commission on a regular basis.

World Council of Churches (WCC): www.wcc-coe.org

The Rt Rev Alan Abernethy, Bishop of Connor, has been appointed to the Central Committee of the WCC and reported on his attendance at its meeting in Busan in the Republic of Korea as follows:

Reflections on the WCC Assembly in Busan Oct 29th-Nov 8th 2013

The 10th Assembly of the World Council of Churches took place in Busan, Republic of Korea, under the theme "God of life, lead us to justice and peace".

The opening prayer set the tone for what was to be an inspiring, disturbing and challenging Assembly. This opening worship celebrated diverse faith traditions from around the world. It included litanies and songs from Africa, Asia, the Caribbean, Europe, Latin America, the Middle East, North America and the Pacific. The morning worship every morning was a wonderful window into the worldwide Church. The key moment every morning was the Lord's Prayer spoken together but in each person's local language. The music and liturgy was reflective, creative and joyful, particularly when we were singing African or South American songs. The worship was also related to the theme of the day.

The bible study groups each morning developed the theme of the morning worship using the same biblical text that had been read in the worship. The notes we received stated the following, "The method of Bible study used here is broadly one of contextual Bible study. It is a community based, interactive way of studying the Bible that encourages advocacy for issues of concern within a given community." It was intriguing to witness the diverse cultural and social contexts in the group to which I belonged. There were experiences and voices from Syria, Lebanon, Jerusalem, South Africa, Sri Lanka, India,

Europe, North America, Africa, Caribbean and Korea. This constantly posed the question as to how much of our biblical interpretation is based on our culture rather than on the text? This led to some interesting discussions.

The main plenary every morning was one of the highlights every day as it brought greetings from many different groups and people. The Prime Minister of South Korea, the Archbishop of Canterbury, Pope Francis, the Secretary-General of the United Nations and the one that fascinated me was a comment by a Jewish Rabbi when he said both our faith communities are waiting for the Messiah. The plenary each morning was moderated by different people and followed the theme of the day. The key ones were Asia, Mission, Unity, Justice and Peace. There were different styles and a range of contributors each day but they were fascinating and the content was stimulating and inspiring. One of the memorable and amusing quotes was in the peace plenary, when an American Brethren leader told us of the car sticker that said; *"When Jesus told us to love our enemies he probably meant don't kill them"*.

The afternoon was usually a combination of ecumenical conversations, workshops and business sessions. I found the ecumenical conversations and the workshops disappointing probably because they were so many people at each it was difficult to have much discussion and serious debate. They tended to have a large measure of input that made debate difficult. I attended the ecumenical conversation entitled "Developing effective leadership: contextual ecumenical formation and theological education". There was a fascinating global survey on theological education and there is still a very traditional model of theological education being practised across the globe. There were some interesting discussions around this and questions about whether this is still appropriate or is there need for more contextual training because of the needs of the 21st century Church. There were no answers but some very helpful reflections. I did not get to all of these conversations because as a delegate I attended some business sessions to discuss various documents and I also had a reception to attend hosted by the Anglican Archbishop of Korea and the Archbishop of Canterbury for all Anglicans present at the Assembly.

There was also an opportunity to meet as regional delegates and as confessional delegates. These were interesting and the Anglican gathering was fascinating as we met for a 4 course dinner in a hotel that was preceded by Eucharist at which, the Archbishop Justin Welby preached. This took place in a ballroom of a local hotel. This brought a new meaning to agape.

The business plenary sessions were a very interesting way to do the work of the Assembly. Committees met during the Assembly to discuss various reports and statements that were then brought to the business plenary sessions. The reports were presented and the Assembly then went into listening mode when comments could be heard on the reports or statements and delegates were told not to applaud but if they agreed with the speaker to raise an orange card and if they disagreed they raised a blue card. This gave the Moderator an opportunity to read the mind of the Assembly. I found this a terrific way of doing business and made for a more controlled and less divisive session. After the hearing or listening there would be votes on the documents or on any

amendments suggested. The voting again took place by the raising of the coloured cards. Perhaps something that could be useful for a General Synod.

The election to the Central Committee also took place in this context and by a similar method. Here were three different lists of possible names to be elected and it was the third one that was agreed after much intrigue and discussion. I was and am delighted to have been elected to represent the Church of Ireland and am elected for four years when there will be another election. The next assembly is to take place in eight years at a venue to be decided by the Central Committee. The first meeting of the Central Committee took place at the end of the Assembly and took nearly 3 hours to elect an executive committee, this was partly due to Church politics and also because of the complicated systems of quotas based on age, gender and regions.

The reports and statements can all be found on the WCC website and are well worth reading.

I have included the statement on unity and the message from Busan.

Conclusion

This was a fascinating experience that was inspiring, disturbing and challenging. Inspiring because to be with so many people of faith from so many different cultures and nations was a joy and a delight. To worship, study, debate and share friendship was such an encouragement. To be aware of the frustrations and difficulties of people living and praying in difficult places helped bring a perspective to our situation. We are blessed in what we have and it was good to be reminded of what we have and how we can be encouraged by others.

It was disturbing because it is obvious that there are deep divisions in the body of Christ that we need to take seriously. There were also disturbing details about the injustices particularly for the poor and marginalised and those who have no voice. One comment from a 19 year old girl, who is HIV/Aids positive, from Malawi was received by a standing ovation, "HIV/Aids is not a punishment from God it is a disease".

I was challenged to renew my commitment to work and pray for the unity that Christ prayed for and wishes for his body here on earth. This was something that the WCC is seeking to facilitate and I am delighted to be able to share something of that journey and I believe that as Anglicans we have something special to offer and this is particularly important in what I describe as the clash between the Eastern Orthodox and the democracy of the free Churches in the West.

ANGLICAN AFFAIRS WORKING GROUP

Membership

Rt Rev Michael Burrows, Bishop of Cashel Ferns and Ossory (chair)

Rt Rev Harold Miller, Bishop of Down and Dromore

Rt Rev John McDowell, Bishop of Clogher

Ven Helene Steed

Rev Canon Patrick Comerford

Rev Canon Ian Ellis

Rev Dr Maurice Elliott
Ms Catherine Turner
Mr Wilfred Baker

Dialogue with the Moravian Church

The main business of the working group this year has been to continue on behalf of the main Commission and the Standing Committee the theological conversations which were initiated some years ago with representatives of the Moravian Church in Britain and Ireland, aimed at deepening the experience of communion between us. A lengthy report, including recommendations for action, was produced by the working group and was endorsed by the full CCUD and by the house of bishops. It was subsequently received and approved by the Standing Committee and appears in the General Synod Book of Reports as an appendix to the report of that body.

Essentially no theological obstacle is seen to the establishment of interchangeability of ministry between the Church of Ireland and the Moravian Church. A motion to be presented to the General Synod this year, if passed, would accept this conclusion in principle and would request the preparation of legislation as soon as is practicable to make such a situation a reality. However, the motion also recognises that, as the Moravian Church operates as a single province in Britain and Ireland, such a step would have implications for the Church of England and would best be achieved in partnership with it. The Church of Ireland believes that it is currently making a substantial contribution to advancing further the cause of unity between Anglicans and Moravians throughout these islands, just as the Church of England did at an earlier stage of discussion through the crafting of the Fetter Lane Agreement of 1995 which acknowledged the special relationship between Anglicans and Moravians, and upon that agreement much of the present work has been built. The working group has also been much enlightened by the document *Finding our Delight in the Lord* which in more recent times has led to the establishment of a relationship of full communion between Anglicans and Moravians in the United States.

Meanwhile the Church of Ireland was represented in November at a Moravian ordination to the episcopate, that of Br Joachim Kreusel, in London, at which our presence was gratefully welcomed.

Porvoo Communion

Archdeacon Helene Steed, as the Porvoo contact person, continues to update the working group regularly on matters of interest and importance to the Church of Ireland on which she has reported as follows:

The Porvoo Communion of Churches, (with members from the Lutheran Churches in the Nordic and Baltic countries and the Anglican Churches in Britain and Ireland 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.

During 2014 both the Contact Group and the Church Leaders' Consultation met in York. During this meeting a work plan, consultations and event, were drafted for the next four years. At the York Consultation Archbishop Elmars Ernsts Rozitis and Bishop Martin Lind signed the Porvoo Declaration on behalf of the Latvian Evangelical Lutheran Church Abroad and the Lutheran Church in Great Britain respectively. The two churches were welcomed as the newest members of the Porvoo Communion.

Church Leaders from the member Churches meet every four years and each Church is encouraged to send both senior lay and clerical representatives. The Church of Ireland was represented by:

Mr Adrian Clements, Chief Officer and Secretary of the Representative Church Body;

Ven Helene T. Steed, member of the Porvoo contact group;

Most Rev Dr Michael Jackson, Anglican Co-chair of the Porvoo contact group.

Both meetings were hosted by the Church of England.

Consultation on Ethics and Economics

In November 2014 the Porvoo consultation on Ethics and Economics was held in Bad Boll, Germany. The consultation was hosted by the Latvian Evangelical Church Abroad. The subtheme for the conference was: 'My Neighbour Near and Far: A Contemporary Framework for Christ Centered Witness for the Porvoo Communion of Churches'. The Church of Ireland was represented by the Archbishop of Dublin, the Most Revd Dr Michael Jackson, Anglican Co-chair.

Looking ahead:

The Porvoo Communion is planning a youth pilgrimage in August 2015, walking the Santiago de Compostela. It is hoped that two young people from each member church will participate in the pilgrimage. The invitation has been sent to the Church of Ireland Youth Council.

In October 2015, the biannual Primates' meeting, as well as the Contact Group will meet in Edinburgh.

2016 will be a significant year in the life of the Porvoo Communion of Churches as it then will celebrate its twentieth anniversary. The theme for the celebratory consultation is: twinning and partnerships events.

The Porvoo Communion homepage can be found at: <http://www.porvoocommunion.org/>

Old Catholic Churches

The Bishop of Cashel, Ferns and Ossory as the current Anglican co-chair of the Anglican/Old Catholic International Coordinating Council (AOCICC) hosted the 2014 meeting of that body in Kilkenny during August. Members of the Working Group were invited to meet with the Council both liturgically and socially during an evening at Leighlin Cathedral. Earlier on the same day, Dr Kenneth Milne was involved in making a much appreciated presentation to the Council on the manner in which the Churches may engage with the institutions of the European Union in accordance with the terms of recent European treaties.

Lambeth Conference

Several members of the Working Group were present in October last when, as part of his series of visits to the primates of the Anglican Communion, the Archbishop of Canterbury preached in Armagh cathedral. It is a matter of interest that the Archbishop has decided not to call a Lambeth Conference in 2018. While the decision to call the Conference is his alone, he desires a measure of consensus from the Primates as to how to proceed. It will be interesting to see in what manner the Conference will be re-established once the ten year cycle has been broken, and what will be its format and method of funding.

Meanwhile the Working Group continues to monitor and affirm the involvement of members of the Church of Ireland in the various Anglican global networks (inter-faith, family, peace and justice, etc), most of which do the bulk of their continuing work electronically. The working group also places on record its appreciation of the very substantial contribution made to the Anglican Communion by Bishop Kenneth Kearon during his period as Secretary General. His tireless work and level of expertise have been a cause of real satisfaction for the Church of Ireland.

EUROPEAN AFFAIRS WORKING-GROUP

Membership

Most Rev Dr Richard Clarke, Archbishop of Armagh

Miss Janet Barcroft

Mr Robert Cochran

Rev Canon Adrian Empey

Rev Canon David Hutton Bury

Ms Maxine Judge

Rev Canon Eithne Lynch

Rev Canon John Merrick

Dr Kenneth Milne

Mr Robert Roe

Rev Canon Terence Scott

Professor Ben Tonra

As reported in 2014, the ICC established a European Affairs Committee in that year. The Commission for Christian Unity and Dialogue requested the European Affairs Working-Group to supply two names for nomination to the Standing committee of the General Synod for appointment to represent the Church of Ireland in the ICC committee. Canon Adrian Empey and Ms Maxine Judge, both members of this working-group were appointed.

The Working-Group is a member of the Institute of International and European Affairs in Dublin (www.iiea.com) which is a ‘think tank’ that engages in an ambitious programme of research, publishing and lectures related to European and international issues, with particular reference to the European Union. Membership of the Institute includes several state and semi-state bodies, many diplomatic missions, and many components of civil society such as the Irish Episcopal Conference.

LITURGICAL ADVISORY COMMITTEE

REPORT 2015

MEMBERSHIP

Rt Rev Harold Miller (Chair)
Very Rev Gerald Field (Hon. Secretary)
Rev Canon Michael Kennedy
Ven Ricky Rountree
Rev Adrian Dorrian
Rev Alan Rufli
Rev Dr Peter Thompson
Rev Robert Ferris
Rev Ken Rue
Rev Julie Bell
Mrs Alison Cadden
Mrs Jacqueline Mullen

Co-opted Members:

Very Rev Nigel Dunne
Rev Jason Kernohan

Consultants:

Rev Canon Edgar Turner
Mr Richard Ryan

Church of Ireland Theological Institute Observer:

Rev Canon Patrick Comerford

Church of Ireland Theological Institute Student Observer:

Mr Criostoir Macbruithin

Methodist Church Observer:

Rev Dr Richard Clutterbuck

EXECUTIVE SUMMARY:

The Committee continues to meet four times a year, of which one 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. 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.

The objectives for the coming year will be:

- to complete the provision of *Thanks & Praise*, the supplement to the hymnal, and related publications;
- 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:

The past year has, once again, been one of both consolidation of continuing projects and developing of new projects.

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. The Committee was pleased to see the publication of Bishop Harold Miller's resource for Holy week and Easter, *Week of all Weeks*. The double publication of a *Worship Guide* and *Prayer Book* provides a valuable resource for those wishing to bring a new dimension to the liturgy of this important week, tailored specifically for use in the Church of Ireland. The LAC was a reference point for Bishop Harold throughout the development of the project, and in supporting that work the Committee would encourage the use of *Week of all Weeks* by clergy and worship leaders in the observance of Holy Week and Easter.

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:

A Consultation Day was held in April of this year drawing together those involved in different expressions of worship within the life of the Church and exploring how these different expressions, alongside the orders of service authorised for use in the BCP 2004, can help the Church of Ireland express itself in worship whilst retaining its recognisable Anglican identity. The areas covered were Contemporary Styles of Worship in Traditional Setting; Church Planting; Messy Church; New Monasticism; Cafe Church; Sizzle Service; Cathedral Worship Today; 24/7 Prayer.

This aspect of the Committee's work is ongoing, and further progress in the coming year is anticipated.

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.

It was hoped that *Thanks & Praise* would be ready for launch at the General Synod, but unforeseen delays in copyright and printing has meant that a date in early autumn is expected for publication, with a series of pre-publication launches being planned across the Church of Ireland. Alongside the Music and Words edition of *Thanks & Praise* there

will be related publications of *Sing to the Word* (a guide to the use of hymns related to the Lectionary) and a *Companion* giving background information to the hymns. A pre-publication discount of 15% on all related volumes will be available to those who place orders in advance of publication.

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. As reported last year the 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 the focus was on resourcing liturgies commemorating events towards the start of the 1914-18 war in time for Remembrance Sunday. Since then preparatory work on 1916 commemorations has been a priority for the group.

Also 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* prepared by the Rev Dr Michael Kennedy (corresponding to the list on pages 22 and 23 of the Book of Common Prayer 2004) are now in the final stages of proofing and will be available online very soon.

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, in particular the use of the Daily Prayer service. Work continues in trying to improve the experience of those using the web. However, as noted in last year's report, the effectiveness of the web page continues to be 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. We are also exploring the possibility of creating an 'app' which will enable people to access Daily Prayer from their mobile device. More should be available on this development in the coming months.

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 completion of *Thanks & Praise* and related publications through to publication;
- 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 in this report, 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:

It was with regret that the Committee accepted the resignation of the Rev Peter McDowell, and notes with gratitude the contribution made to the work of the LAC during his membership.

The Rev Rod Smyth as Church of Ireland Theological Institute Student Observer was replaced by the Rev Criostoir Macbruithin.

THE CHURCH OF IRELAND COUNCIL FOR MISSION

Report to the General Synod 2015

MEMBERSHIP (JANUARY 2015)

| | |
|-------------------------|------------------|
| Rt Rev Alan Abernethy | House of Bishops |
| Rev Ruth West | Synod |
| Rev Cliff Jeffers | Synod |
| Captain Colin Taylor | Synod |
| Rev Robert Jones | Synod |
| Ms Johanne Martin | Synod |
| Mrs Ruth Mercer | Mothers' Union |
| Vacant | CIYD |
| Vacant | CITI |
| Vacant | Bishops' Appeal |
| Rev Dr Laurence Graham | Methodist Church |
| Ms Emma Lynch | AMS |
| Vacant | AMS |
| Mr Jan C de Bruijn | AMS |
| Rev Colin Hall-Thompson | AMS |
| Ms Julie Currie | Down and Dromore |
| Rev Patrick Burke | Cashel |
| Rev Eileen Cremin | Cork |
| Rev Ian Jonas | Cork Alternate |
| Dr Trevor Buchanan | Down |
| Rev Simon Genoe | Connor |
| Very Rev Kenneth Hall | Clogher |
| Rev Andrew Quill | Kilmore |
| Vacant | Meath |
| Ven Wayne Carney | Limerick |
| Rev Adam Pullen | Tuam |
| Vacant | Derry |
| Rev Paul McAdam | Armagh |
| Mr Thomas Stevenson | Armagh Alternate |
| Mr Derek Neilson | Dublin |

According to the constitution of the Council, each diocese is entitled to nominate a representative and an alternate. Alternates attend when the principal representative is unable to.

Membership

During the year we welcomed Mr Jan C de Bruijn, Ms Emma Lynch, Ms Julie Curie, Ms Johanne Martin, Rev Colin Hall-Thompson and the Rev Simon Genoe as new members. We also welcomed Rev Laurence Graham as the new representative of the Methodist Church. This was to replace Mr Thomas G Wilson; we thank Mr Wilson for his many years of service.

SUMMARY OF BUSINESS AND DISCUSSIONS OF THE COUNCIL

1. The Suffering Church

The Council continues in its efforts to highlight the worldwide problem of Christian persecution. It was active in helping to bring attention to the case of Ms Meriam Ibrahim in the Sudan. The Council continues to note with alarm the relative indifference of the mainstream media to this issue. Huge attention was given to the recent events in Paris; whereas relatively little attention is given to terrorist activity in Nigeria, the victims of which are mainly Christian. This is in no way intended to minimise the horror of the events in Paris.

2. Synod Mission Event

The Rt Rev Justin Badi, Bishop of Maridi Diocese in South Sudan addressed the 2014 event on the issue of cooperative mission overseas. The title of his address was: *Through Thick and Thin* - Partnership that works. A significant number of bishops from the African Church accompanied him, facilitated by CMS as part of their bi-centenary year events. This year's Synod Mission Breakfast is as described in the flier distributed at Synod.

3. Commission on Episcopal Ministry and Structures

The Council approved a Joint Statement from the Council for Mission and the Commission on Ministry on the Commission on Episcopal Ministry and Structures which was printed at the top of the report to General Synod 2014.

4. 2014 General Synod Breakout Session

The Council organised a Mission Conference in Newry from 28 February to 1 March 2014 on the theme: “How do we articulate the mission of the Church of Ireland in a way that can be embraced and supported by all?” with the sub-theme of: “How can more traditional and newer forms of Church together enhance and strengthen the life of the Church”.

From this conference a document, *A Wider Us* was drafted and circulated to all who attended and to all members of General Synod. This document highlighted the 10 key findings from the mission conference. This document formed the starting point for discussion during a Breakout session at General Synod last year. When asked the following question: ‘What do you think the Spirit is saying to the Church of Ireland as regards to our mission and purpose?’ The overwhelming response was that mission needs to be local, engaging with our communities, both within and outside the Church. 55% of

those who responded said that we need to focus outwards towards the community in which we live through Social Action and Faith Sharing.

During their discussions, the groups were also asked to give feedback to the bishops on what they wanted from them. The key requests were: spiritual leadership at national, provincial and diocesan level; more freedom, release and permission giving to engage in mission in new, imaginative and fresh ways; and taking the role of being a catalyst for mission, setting the vision for the diocese and encouraging parishes to develop their own vision and strategies for their churches and communities.

Of the 31 groups who took part in the session, 15 gave feedback to the Mission Council, calling mainly for support in mission by way of examples, resources, and encouragement. They asked the Council to take a role in equipping and encouraging the Church in Mission; and sharing positive examples of best practice in local mission.

The Mission Council are planning or have begun the following action items as a result of the focus given through the Mission Conference and General Synod Breakout Groups: a Facebook group to share stories; a web-page for sharing examples and useful mission links; advice and reviews on discipleship resources that are available; run seminars on local and global mission; be a hub for sharing information about conferences, training and resources from the dioceses to the wider Church; and develop links with CITI so new initiatives and teaching in Mission are being shared in the Church.

A Council for Mission link will shortly be incorporated into the Church of Ireland website, linking to the report of the conference, the report on Breakout session, and other resources on mission and discipleship.

The Council is encouraged by the responses garnered at the Breakout session and have prepared a report based on what was learned at it. The report on the Breakout session has been included as part of this year's Book of Reports. Electronic copies can be obtained by emailing the Hon Secretary of the Council at patthros@eircom.net.

5. Statistics for Mission

The Council thanks the Synod Office for its work in gathering and analysing the figures on Church attendance throughout the Church of Ireland (while also wishing to thank all those in the parishes who engaged with the Office in the data-collection process and did a great deal of hard work gathering and collecting the figures at a local level). The Council notes with concern the low level of regular Sunday attendance in all dioceses. While this is not a phenomenon confined to the Church of Ireland, being an acknowledged trend in all denominations at this point in time, it nonetheless remains a serious issue for Anglicanism on this island and one warranting urgent attention at all levels of the Church.

6. Remit of the Council

One of the key functions of the Council is the opportunity it provides for the various

dioceses and others groups engaged in mission throughout this island to come together and share and discuss what it is that they are doing in this area. The hope is that it will allow initiatives in one part of the Church of Ireland to be known in all parts and to be shared and used as appropriate.

However, the Council for Mission is meant to be more than a place for conversations; it also has a remit to inspire and resource mission within the Church of Ireland at local, national, and global levels. It engaged with the local aspect of its role in particular by the conference on local mission it organised in 2014; and it has been following up on key themes that emerged at that conference over the course of 2015. Next year, the Council plans to continue to offer to review the discipleship and mission resources used and/or recommended by members of the Council; we plan to promote the work of the Children's Ministry Network in particular, seeing that as an aspect of mission that has been somewhat neglected of late; and we intend to explore the possibilities of organising a conference on the theme of global mission.

7. Mission projects and initiatives

At each of its meetings the Council invites news of recent developments in mission for prayer and promotion. Among many others this year past the following were noted from the dioceses:

- **Cashel** - the initiative where the funding for the diocesan youth worker, once he had left his post, was channelled into a number of smaller projects, comprised of various groups of parishes working together on local youth activities. This is in its second year and is going well.
- **Armagh** - The diocese as a whole has had a strategic focus on mission and ministry under the title *Into the Future* encouraging parishes to set out a vision for local mission. Also had messy church experiments, some of which fed into regular services. Sister Valerie Tomm, Church Army, ran a *Zacheus* bus in the diocese, which engaged in mission to the Loyalist community by going to bands and parades with tea and coffee and chat, giving out Bibles when asked.
- **Clogher** Diocese – have established a regular *messy church* in Enniskillen Cathedral with 150 plus attending; the Pilgrim Course is taking off successfully; the second Sunday in February is deemed a Diocesan Mission Sunday; the Bishop of Swaziland visited Enniskillen Cathedral and preached on 25 January.
- **Down and Dromore** – completed a year of 24/7 prayer in 2014 in preparation for a year of mission in 2015. This involved each parish creating a prayer room for several days of round the clock prayer before handing on a prayer scroll to the next parish. The year of prayer finished with a New Year's Eve celebration event that also began our year of Mission 2015. Throughout this year parishes will be working to complete their mission plans focussing on three areas of Community, Church and

Church of Ireland Council for Mission – Report 2015

Children.

- **Tuam** - have focused on Bishops Appeal and a project in Africa; a project looking at Harvest and New Wine combination is being considered.
- **Connor** - real movement towards mission with a local outreach team in Carrickfergus; *Streetreach* takes place in June and participants express a real desire to ‘get out there.’ Development of a five-year strategy is taking place, which is seeing fruit, especially in youth ministry, with many parishes taking up *messy church*. A centre for mission is being created in North Belfast in cooperation with Church Army.
- **Dublin** - assisted in the organising and participated in the very successful Ecumenical Bible Week. A *Prepare a Place* Advent Appeal was initiated with United Society (US) and Bishops’ Appeal as a way of providing practical support to the Al Ahli Hospital in Gaza, which is run by the Diocese of Jerusalem.
- **Cork** - is looking at strategic plan for mission; and a follow up on Mr Mark Russell’s visit –

The following was noted from the mission societies:

- **The National Bible Society of Ireland (BSNI)** has been coping since January 2014 with the serious illness of their CEO, Ms Judith Wilkinson; in Northern Ireland the Society has been able to distribute around 20,000 cards promoting the *YouVersion* Bible App that provides free downloads of Scripture on mobile devices in over 700 languages; BSNI has also been able to fund the printing of first Bibles in five languages in Chad, Democratic Republic of Congo; Ethiopia and Togo and will be hosting R T Kendall in Belfast in September 2015.
- **United Society (US)** – Difficulties continue in Swaziland due to a declining population from HIV/AIDs. US has developed close links with the first female bishop in the Church there and are trying to help the diocese become financially self-supporting. Vegetable farms have been affected by flooding and hailstorms which have washed away plants. US is encouraging diversity as far as possible with self-supporting as the objective. The celebrations of US’s 300 years in Ireland also went well.
- **Association of Missionary Societies (AMS)** – The member agencies of AMS have seen a number of changes of personnel at CEO level, and are seeking to combine their efforts towards participating at diocesan mission events and creating a strong mission presence at General Synod.

Crosslinks - has appointed a new team leader Rev David Luckman at the beginning of 2015. Crosslinks have a mission conference planned for 26 – 28 February 2016 where the keynote speaker will be Pastor Kevin DeYoung.

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(It should be stressed that the above makes no claim to present a totality of the mission efforts by the groups or dioceses mentioned above; it is merely a sample of what was reported at various meetings of the Council throughout the year.)

MOTIONS

Motion 1:

That this Synod receives the report of the 2014 General Synod 'Break Out' session and calls on each diocese and body of the Church to consider and act on its key findings.

Motion 2:

That the General Synod expresses its solidarity with its brothers and sisters in Christ throughout the world who are persecuted for their faith; and commends them to their prayers, along with all agencies who work to alleviate their suffering and promote their basic human right as expressed in the Geneva Convention, to freedom of religion.



CHURCH OF IRELAND, GENERAL SYNOD 2014 - MISSION BREAKOUT GROUPS

SEPTEMBER 2014: PREPARED BY:
THE CHURCH OF IRELAND GENERAL SYNOD COUNCIL FOR MISSION.

BACKGROUND TO THE REPORT

In February 2014, there was a mission network conference for the Church of Ireland organized by the Church of Ireland Council for Mission, held in Newry, with a total of 60 delegates representing the 12 diocese in the Church of Ireland. The guest speakers were the Rt. Rev. Richard Charters, Bishop of London, and Rev. Heather Morris, President of the Methodist Church in Ireland, along with 5 individual stories from around the island of where mission was being effective, both urban and rural, North and South.

From this conference a document, 'A wider us' was drafted and circulated to all

who attended and to all members of General Synod. This document highlighted the 10 key findings from the mission conference. This document formed the starting point for discussion at the General Synod Breakout Groups (2014).

There were 192 individuals who attended the breakout groups, of the 432 that were at Synod that day (45%).

Those who attended the breakout groups made an individual response, and also were involved in one of 31 discussion groups, who each made a collective response.

This report is the reflections of the Mission Council on their discussions and input.

KEY POINTS OF INTEREST:

- *Expression of hunger for Spiritual Renewal.*
- *'Good to see money and mission coming together in the RCB report'*
- *Low level of awareness of the Bishop's Mission Statement.*
- *Bishops asked to give a positive lead to empower the church.*
- *Acknowledgement that engagement with Mission involves change.*
- *Discipleship resources needed in a variety of traditions and perspectives.*

WHAT IS MISSION? - INTERPRETATION FROM THE BREAKOUT GROUPS.

Every organization nowadays has a 'Mission Statement', whether it is a Health Care facility or McDonalds !

What does 'Mission' mean in the life of the Church of Ireland today? For many, it only refers to the overseas efforts we make to support those who work in Global

Mission to help those who are in developing countries - food, medical supplies, education and spreading the message of Jesus 'to the ends of the earth'.

The Mission Council Conference was specifically about Local Mission, in our parishes and communities. Mission in

the Local Church is essentially any activity of the Church which intentionally encourages people, parishioners and non-parishioners to discover Jesus Christ, deepen Christian faith and find their place in the Christian community.

BISHOPS NEED TO: 'GIVE A POSITIVE LEAD THAT ENCOURAGES AND EMPOWERS URGENT ACTION.'

BREAKOUT GROUPS - DISCUSSION

After filling out the individual responses, discussion followed in 31 groups of about 5-8 people. They were to choose three of the Focus areas from the Council for Mission document 'A wider us' which was the report from the Network Conference held in February 2014.

(A copy of this report was circulated at General Synod (2014), and a copy can be obtained from Council for Mission Secretary)

INDIVIDUAL RESPONSES.



When asked the following question :

'What do you think the Spirit is saying to the Church of Ireland as regards to our mission and purpose?'

The overwhelming response was that mission needs to be local, engaging with our communities, both within and outside the church.

55% of those who responded said that we need to focus outwards towards the community in which we live through Social Action and Faith Sharing.

SPIRITUAL RENEWAL AT LOCAL LEVEL - IDENTIFIED AS KEY TO THE MISSION OF THE CHURCH.

'WE CAN NOT GIVE AWAY WHAT WE DO NOT HAVE !'

- *QUOTE FROM A DELEGATE AT THE MISSION NETWORK CONFERENCE DURING THE FEEDBACK SESSION, SPEAKING ABOUT SPIRITUAL RENEWAL.*

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BREAKOUT GROUPS - PRIORITY GIVEN THE FOCUS AREAS FROM THE NETWORK CONFERENCE



'Spiritual Renewal and Deeper engagement with Mission involves change' were identified as the main priorities selected from the groups in the breakout session. These key areas need to be central to any parochial or diocesan mission strategy.

FEEDBACK TO THE BISHOPS

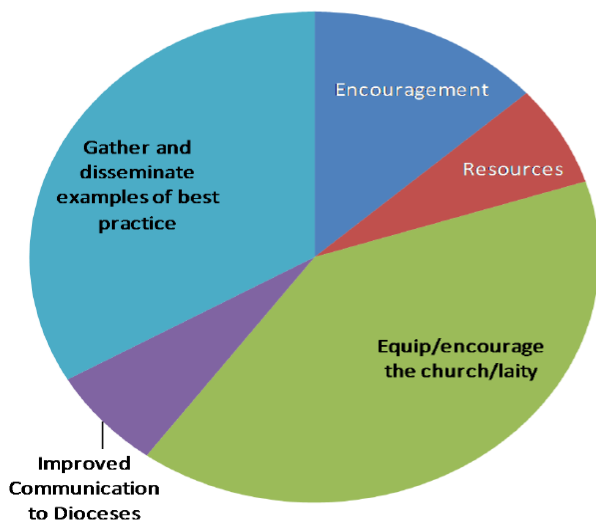
During their discussions, the groups were asked to give feedback to the bishops on what they wanted from them. 21 of the 31 groups gave a comment to feed back to the bishops.

The key requests were:

- Spiritual leadership at national, provincial and diocesan level.
- More freedom, release and permission giving to engage in mission in new, imaginative and fresh ways.
- Role of being a catalyst for mission, setting the vision for the diocese and encouraging parishes to develop their own vision and strategies for their churches and communities.



FEEDBACK TO THE MISSION COUNCIL



Of the 31 groups, 15 gave feedback to the Mission Council, calling mainly for support in mission by way of examples, resources and encouragement.

- Equipping and encouraging the church in Mission.
- Share positive examples of best practice in local mission.

EMPOWERING AND ENCOURAGING MISSION IN THE CHURCH OF IRELAND

The Mission Council are planning the following action items as a result of the focus given through the Network Conference and General Synod Breakout Groups.

- Facebook group to share stories.
- Webpage for sharing, examples and useful mission links.
- Advice and reviews on discipleship resources that are available.
- Run Seminars on Local and Global Mission.
- Be a hub for sharing information about conferences, training and resources from the dioceses to the wider church.
- Develop links with CITI so new initiatives and teaching in Mission are being shared in the church.

GENERAL COMMENTS FROM BREAKOUT GROUPS.



COMMENTS / OBSERVATIONS OF USEFULNESS AND RUNNING OF BREAKOUT GROUPS AT GENERAL SYNOD

Firstly the Mission Council would like to thank the Hon. Secretaries of General Synod for the opportunity to have Breakout Groups this year.

From the comments of those involved they really appreciated to opportunity to discuss together in groups from around the church, regarding the mission of the church.

The organisation of the breakout groups was good, and the venues were nearby, making access easy.

Time was short, as previous Synod business over-ran, hence they did not start on time.

The facilities for discussion were not the most suitable, as it was awkward to have dis-

cussion groups in church pews.

It was somewhat disappointing that only 45% of those present attended the breakout groups.

Overall, a very positive experience, and has provided very valuable information and direction for The Council for Mission.

The Church of Ireland Council for Mission is made up of representatives from all 12 dioceses in the Church of Ireland, along with members elected from General Synod, representatives from the Association of Mission Societies (AMS) and others co-opted by the council.

Our role is to keep the mission of Christ at the heart of what the Church of Ireland is about, to **encourage** this through the sharing of faith building stories and to **equip** believers with the relevant resources needed to carry out the Great Commission.

COMMISSION ON MINISTRY

REPORT 2015

1. Membership

House of Bishops

Rt Rev Michael Burrows (Chair)

Standing Committee

Rev Brian Harper

General Synod - Clerical

Ven Terence Scott

Very Rev Katharine Poulton

Rev Anne Skuse

Pensions Board

Mrs Judith Peters

General Synod - Lay

Mr Trevor Douglas

Mr Denis Johnston

The Representative Church Body

Mrs Lorna Gleasure

Ven Leslie Stevenson

Director of Theological Institute

Rev Dr Maurice Elliott

Honorary Secretaries

Rev Gillian Wharton

Central Director of Ordinands

Rev Canon David Gillespie

Co-opted

Rev Ruth Jackson Noble

Mr Philip McKinley

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;
- Pioneer Ministry;
- Self-Supporting Ministry;

- Engagement with Religious Life as lived in Community;
- Ministerial Development Review;
- Human Resources.

4. Purpose

To reflect on and propose changes to ministry training, deployment and support as will assist the Church to achieve its mission and sustain and nurture the clergy already in the Church's care throughout their lifetime.

5. Retirement Planning for Clergy

The Commission continues to run pre-retirement courses for clergy. A pre-retirement course took place on 21st and 22nd May 2014 in the Armagh City Hotel, with clergy from both jurisdictions invited. Topics included maintaining spiritual life in retirement.

6. Mid-career Vocation Programme for Clergy

No conference was held in 2014 and the working group met to discuss the structure of the next conference. A residential is organised in the Church of Ireland Theological Institute (CITI) from 2nd to 4th June 2015. The conference will have a retreat element to it rooted in the engagement the Commission itself has been having with those involved in religious/community life and the theme is "Sustaining Vocation". This course will be held every alternate year to the pre-retirement course for clergy.

7. Pioneering Ministry

In continuing response to the resolution passed by General Synod in 2013 and following recent discussions by the working group appointed at that time a number of possible training pathways have been identified. The value of possible cooperation in this matter with Edgehill Theological College was recognised. The Bishops of Connor and Tuam visited the home of Church Army in Sheffield to explore the possibility of Church Army providing training for Pioneer Ministry in the Church of Ireland. There are three strands to this course – reflection, experience and teaching.

Canon Phil Potter, appointed Archbishops' Missioner and Fresh Expressions Team Leader in the Church of England met with the House of Bishops in January 2015 to explore the opportunities for working more closely with The Fresh Expressions Team to identify how pioneer ministry and training for it fits together both with Fresh Expressions of Church, and with the missional needs of the Church of Ireland today. Representatives of the Working Group including members from the Commission on Ministry were invited to attend. At the time of the preparation of this report the matter is being taken forward by the bishops.

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, hospitality and prayer which would be as a place of refreshment and sustenance especially for those involved in ministry. Members of the Commission attended two overnight retreats, staying at the Benedictine Retreat Centre in Rostrevor in February 2014 and at Glenstal Abbey in January 2015. In April 2014 Rev Jonathan Campbell-Smyth, curate of Jordanstown was invited to speak on his published research *New Monasticism – a Catalyst for the Church of Ireland to connect with Society?* Guest speakers at the September meeting were Rev Garth Bunting, the residential Priest Vicar at Christ Church Cathedral who spoke of his experience as a secular tertiary in the Third Order of the Society of St Francis. The Very Rev Paul Draper, Dean of Lismore spoke of his experience as an oblate in the Order of St Benedict. Canon David Jardine informed members of his experience as the only member of the First Order of the Society of St Francis in the Church of Ireland. The results of these conversations have informed the content of the mid-career conference and will be the subject of an aspirational resolution concerning the importance of these matters in the life of the Church at the 2015 General Synod.

9. Self-Supporting Ministry

Local Ministry

The Ven Leslie Stevenson attended the Local Ministry Network Conference **Holey, Wholly, Holy** which was held in Manchester on 13th to 15th November 2014 and has submitted a paper which is included as an Appendix on page *.

Self-Supporting Ministry

This discussion originated from the Commission's reflections on Rural Ministry. At General Synod 2014 a resolution was adopted that the Commission, in consultation with the House of Bishops and the Church of Ireland Theological Institute (CITI) would continue the process of identifying means by which a diocesan based and local effective self-supporting ministry might be developed as a distinctive vocation. A sub-group was set up in November 2014. The group submitted a substantial and detailed proposal for a way forward to the Commission. This document, following modest emendation and clarification by the Commission itself will be laid before the House of Bishops for full consideration. Were there to be developments in this area advice would also be needed from the RCB and the Theological Institute given the implications in curricular and cost terms. The Commission would expect that work in this area will occupy a considerable part of its report to the 2016 Synod, and considers the matter of self-supporting ministry to be one of considerable urgency.

10. Ministerial Development Review

In November 2013 the Rev Jennifer McWhirter, CME Co-ordinator at CITI was invited to speak on her paper *Ministerial Development Review* at the meeting of the Commission and was asked to submit a further paper *on a Vision Articulated* which was presented to members in February 2014. It was agreed for Ms McWhirter to explore the possibility of piloting the questionnaire in two or three dioceses with the assistance of the bishops of those dioceses. The pilot review will run in the Dioceses of Dublin & Glendalough, Cork, Cloyne & Ross and Connor and will be rolled out over an eighteen month period, with an evaluation submitted to the Commission on completion. This evaluation will form the basis of a fuller report to the General Synod.

11. Human Resources Policies in the Church of Ireland

A process has been set up within the Church of Ireland on best practice policies and procedures in the Church context, with reference to issues such as long term illness on the part of clergy and dignified and respectful conduct in all church meetings and relationships. The Commission has taken a substantial interest in this development which will be reported separately to the General Synod via the Representative Body. The Secretary General, Mr Adrian Clements and others involved in advancing this process had a number of detailed meetings with the Commission and were generously attentive to our proposals and suggestions.

Acknowledgements

The Commission wishes to record its appreciation to the Ven George Davison for his contribution to the work of the Commission and welcomes Rev Gillian Wharton as representative for the Honorary Secretaries, Mrs Judith Peters as Pensions Board representative, Rev Anne Skuse as clerical representative of the General Synod, Rev Canon David Gillespie as the Central Director of Ordinands and the Rev Ruth Jackson Noble and Mr Philip McKinley as co-opted members. The fact that it has been a year of such considerable change in our membership has contributed much to the refreshment and enrichment of our work and the focussing of our agenda for the coming year. The Commission also wishes to record its appreciation to Ms Sandra Massey who in the midst of her demanding role at Church House acts as our secretary with patience and care. Her attendance throughout two residential meetings in 2013 and 2014 was especially appreciated.

APPENDIX

Local Ministry Network Conference “Holey, Wholly, Holy” Manchester – 13 to 15 November 2014

Background:

Following the visit of Canon Andrew Bowden and his contribution to our debate on Ordained Local Ministry he initiated an invitation to the Conference, “Holey, Wholly, Holy”. The Local Ministry Network, whose conference it was, has no official standing in the Church of England (although its President is the Bishop of St. Albans) but is a “ginger” group that promotes local ministry whether ordained or lay.

Participants:

There was a mixture of people, lay and ordained, from the Church of England and the Church in Wales and me! Some were diocesan officers with roles to promote lay ministry or with responsibility for diocesan readers. A few were Ordained Local Ministers and others were lay people who practised some form of ministry in their parishes. From the Church of Ireland’s point of view the most interesting were those from Wales, where the Church is moving or as they would say “transitioning” from a parochial system to one of areas of ministry and mission. All the participants from Wales were deeply involved in this process.

Conference Notes

Both the Church of England and the Church in Wales have invested a lot of time and investment into research about the future of ministry both lay and ordained. Wales have had the Harries Report. Both Churches have put resources in place in the form of paid staff (part-time and full) and training programmes to effect development. It was interesting to note that the Diocese of Blackburn’s warden of readers is full time, and lay.

The conference followed its title, “Holey, Wholly and Holy.”

Holey

The key note speaker was Joanna Cox, the Church of England National Advisor in Adult Education and Lay Development. The **Holes** identified were the lack of ordained clergy, either stipendiary or self-supporting. The Diocese of Manchester has a project called 2025, which is a strategy to deal with what will be a severe shortage of clergy by that date. Another hole was the lack of available training for lay people to enable them to minister. From research done when lay people are enabled there is an increase in the culture of volunteerism, and where roles are rotated regularly at local level there is evidence of Church growth. As lay people become immersed in training programmes alongside readers and ordinands some eventually offer for ordination themselves.

Wholly

The Revd Canon Alan Billings has been a politician (deputy leader of Sheffield City Council), an academic as a Principal of a Theological College, and Head of Religion and Ethics at Lancaster University, as well as parish priest in the inner city and in the Lake District. He was one of the authors of “Faith in the City”. Now in retirement has been elected Police and Crime Commissioner for South Yorkshire. He brilliantly analysed the changing relationship in England between Church and State since the Second World War. Part of this analysis would apply to Ireland. For example, one issue he pointed to was political disenchantment with the consequence of not knowing what sort of government will be formed after the next General Election. People have lost interest in the big narratives put forward by political parties and indeed, religion. Membership of political parties and Churches have fallen as society has become more individualistic in outlook. Even aggressive Atheism that had itself become a grand narrative has gone! The church he argues has moved from the centre to the edge of society and he urges it get involved in that society and not become an inward looking group of people. In his second talk he took issue with Dr Grace Davie’s idea that there is “believing without belonging”. This posits the thought that people don’t go to church but still believe. He takes three categories to explore the issue, belonging, attending and believing to argue that it is all much more nuanced. There are still, for example, people who would say they belong to church without really going. Do we abandon them because of the temptation to be become more congregational? Do those who attend all believe the same? Or is belief a work in process and the Church should be offering help to people to work through their faith? In some ways the Church, he argues, is making it difficult for people to stay with us and so the Church is far from being **whole**. He covers this ground in his book, “Lost Church”.

Holy

The Rt Rev Chris Edmondson is the Bishop of Bolton. Before that he was warden of Lee Abbey and then previously held diocesan and parish posts. In his first talk he used the biblical metaphors of light and salt to argue that the Church and the people of God, lay and ordained, in an integrated way are to live out the distinctiveness of the Christian faith. The Church should support lay people in ministry. In his second talk he saw the Church as an hermeneutic of the Gospel. The Word became flesh and then became embodied in a community. He then examined what this community would look like. It would be one of prayer, praise and worship, belonging, healing, growth in **holiness**, compassionate and caring, where gifts are given and used, preaching and teaching, and of outreach and welcome.

Conclusion

The context of the conference was very much England but some of the issues raised would resonate with our experience. The emphasis was on lay rather than ordained ministry (although OLM’s were mentioned more than once). The reasoning here is that if lay ministry is resourced and people are trained then ordinands will flow. Somehow it jars with me that lay ministry has to be officially authorised and be trained for. It is

Commission on Ministry - 2015

clericalisation “in mini” and in Ireland ministry does take place every minute of the day although it is not labelled as such. People do call on the housebound and drive the neighbour to the hospital appointment! But it is interesting to note the resources in people and finance that the Church of England does spend on lay ministry. It was useful, especially the contributions of Canon Dr Alan Billings and the Rt Rev Chris Edmundson as well as contacts made. I was told the Scottish Church has recently revised its thinking on Ordained Local Ministry and maybe it would be worth a conversation. There is an international meeting of such bodies in the Anglican Communion to be held in the United States next February and we are cordially invited.

Leslie Stevenson 18 November 2014.

COMMISSION ON EPISCOPAL MINISTRY AND STRUCTURES
REPORT TO GENERAL SYNOD 2015

MEMBERSHIP

1. In accordance with the statutes and resolutions passed by the General Synod in 2012 and 2014, the membership of the Commission is as follows:
 - Three members of the House of Bishops: Rt Rev Michael Burrows, Rt Rev Harold Miller and Rt Rev Patrick Rooke (following the retirement of Rt Rev Trevor Williams);
 - Two Honorary Secretaries of the General Synod: Mrs Ethne Harkness and Rev Gillian Wharton (following the retirement of Ven Robin Bantry White);
 - Mrs Brigid Barrett (following the resignation of Very Rev Sandra Pragnell);
 - Mrs June Butler;
 - Ven Andrew Forster;
 - Ven Gary Hastings;
 - Mrs Hilary McClay;
 - Mr Andrew McNeile;
 - Very Rev Victor Stacey;
 - Mr Roy Totten;
 - A representative of the Methodist Church in Ireland: Rev Donald Ker (non-voting member);
 - A representative of the Roman Catholic Church: Most Rev Donal Murray (non-voting member).
2. The Commission has not exercised its power to co-opt up to two additional members. The Commission has appointed two persons as consultants in specific aspects of its work:
 - Ven Robin Bantry White (constitutional provisions);
 - Rev Stephen Farrell (electoral procedures).
3. Mrs Ethne Harkness is Chairman of the Commission.

EXECUTIVE SUMMARY

4. The Commission (CEMS) has been considering the wide range of issues within its remit since 2012 and is due to submit its final recommendations to the General Synod in 2016. With the mission of the Church as the focus of its work, CEMS recognizes current strengths but argues in this Report for significant visionary and principled change in some aspects of episcopal ministry and structures.

5. The Report describes work carried out, including as Appendix 2 details of interviews and consultation and some materials studied. In relation to the role of bishops and models of episcopacy, CEMS believes that core elements derived from the Ordinal should be promoted and protected. To achieve this, the Report lists a number of areas where there may be scope for reallocation of responsibilities currently borne by bishops and the relevant Church bodies will be asked to consider whether current practices have any adverse impact on episcopal ministry and structures and how this may be addressed. As regards the appointment of bishops, CEMS proposes an amended process, detailed in Appendix 3. The process will begin with the systematic preparation of a diocesan profile and statement of diocesan needs. It will involve the electoral college appointing a Discernment Committee to carry out tasks including detailed scrutiny of names put forward by members of the college, compilation of a shortlist and appropriate arrangements for introducing the candidates to the college.
6. Another major part of the work of CEMS in the past year has been consideration of diocesan structures, in particular the number of dioceses and their boundaries. The conclusion reached is that the present arrangements, taken overall, do not give the Church the best basis for mission in the 21st century, but it would be premature to bring forward recommendations at this stage. CEMS has developed foundational principles and working guidelines to operate as a context for further discussion on these issues, in order to avoid arbitrary, hasty, ineffective or unsustainable recommendations. A leaflet has been circulated to members of the General Synod, with maps showing some examples of how these principles and guidelines and the underlying statistical information could be used for possible reconfiguration of dioceses. CEMS will listen to the views of members of the General Synod first of all, and then plans to consult with diocesan councils on these ideas later in 2015 and bring recommendations in 2016. Ultimately decisions are for the General Synod, but CEMS stresses that arrangements for orderly and effective implementation of any changes in diocesan structures should be agreed.

INTRODUCTION/BACKGROUND

7. CEMS was established by statute of the General Synod in 2012. The immediate driver for reviewing episcopal ministry and structures was the special meeting of the General Synod in March 2011, about the proposal to delay the holding of an electoral college for the vacant united dioceses of Tuam, Killala and Achonry. While that proposal was defeated, the discussion revealed a widespread appreciation that the real question to be asked was not about the sustainability of Tuam, Killala and Achonry as a diocesan entity - matters such as its size as measured by the number of incumbencies and its ability to cope with the consequent pressures on people and funding - but the nature of episcopal ministry and structures throughout the Church. There was a groundswell of opinion that “something needs to be done”. Hence the

establishment of CEMS to review current arrangements with a view to proposing appropriate changes.

8. The task given to CEMS was 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. Within that remit, wide terms of reference were detailed. As regards the adoption of the scheme ultimately proposed, the powers and functions of Diocesan Synods under section 31 of Chapter 1 of the Constitution were vested in the General Synod. In 2014 the General Synod extended the timescale for completion of the work to 2016.
9. In its deliberations CEMS has kept to the forefront the key sentence in the 2012 statute: “The mission of the Church shall be the focus of its work.” As in its title, the ministry comes before the structures; the structures are there to serve ministry, not to constrain it. Identifying current opportunities for mission is an evolving conversation in the church and the work of CEMS is a part of that. For that reason, and in recognition of the cross-cutting nature of issues within our remit, the reports of the Commission on Ministry, the Council for Mission and CEMS to the General Synod in 2014 included a joint statement of our shared aspirations. In its Report on Mission Breakout Groups at General Synod 2014, the Council for Mission referred to requests for bishops to give spiritual leadership, promote engagement in mission and act as catalysts for mission; many of the comments in that Report showed the same concerns amongst church members as were raised in CEMS consultations.

TOWARDS MINISTRY AND STRUCTURES FIT FOR MISSION IN THE TWENTY-FIRST CENTURY

10. The General Synod set up CEMS to review episcopal ministry and structures with the clear expectation that there will be change. The environment around us has changed dramatically, culturally, economically and socially, and the Church must respond to and function in the new world. The future is very close, not just a theoretical possibility we have plenty of time to come to terms with. The present arrangements do not serve the current or future needs of the Church as well as they might; the status quo is not an acceptable option. The General Synod has recognised that reality and most responses to extensive CEMS consultations agree. The universal propelling force for change is effectiveness in mission.
11. In arguing for change, the strengths we have should be thankfully acknowledged. We can point to working administrative structures, good relationships within dioceses, active lay involvement, willingness to engage with new ways of “doing church”, strong ecumenical links and friendships, effective rural deanery systems. We recognise that one size does not fit all. And yet – can we say “it ain’t broke, so don’t fix it”? Have we already got the best way of enabling the bishops to lead the church in mission in the 21st century?

12. Rearranging and restructuring offer us the capacity to do old things better and do new things well. In that there may be the spark that ignites new possibilities for discipleship. Dioceses can thrive with more resources in terms of people, skills, finances, support, energy and grace. With increased security, confidence and resilience can grow and the emphasis will shift from maintenance to mission: from palliative care of a patient in decline to active nurturing of new life and hope. Bishops can explore sustainable and fulfilling episcopal roles with enriching opportunities for diversity of ministry. Crucially, they can be released from encroaching secondary functions to exercise the core episcopal ministry promised at their consecration. At a practical level, clergy and laity in numerically small dioceses will no longer be required to take on an unacceptably wide range of roles and responsibilities and serve on a multiplicity of diocesan committees, a more equitable balance of representation on central church bodies can be achieved and the gifts of all can be better used in serving the church. The excessive workloads imposed on the Archbishops can be addressed. There may be significant benefits in directing resources towards meeting the pastoral, liturgical and administrative needs of bishops, clergy and laity, and in avoiding disproportionate funding demands. There may be scope for certain functions to be carried out better elsewhere, inside the dioceses or centrally, with sharing expertise, common approaches and economies of time, money, administration and committee work.
13. Seen through the “mission lens”, remodelling episcopal ministry and structures involves more than changing geographical boundaries. Redrawing diocesan boundaries through amalgamations but maintaining more of the same within new units is not the answer – “bishopping” would stay the same, only with bigger mileage. Instead, the proposed changes must be visionary and principled. For that reason, CEMS developed its statement of *Vision and Principles*, brought to the General Synod in 2014 and included as Appendix 1 in this Report.
14. The vision inspiring CEMS 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 building up 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, 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 recognising current realities in our ecumenical, political, cultural, social and economic life.

REMIT AND METHODOLOGY

15. CEMS has instructions from the General Synod on what is to be done and how it is to be done. The statute refers to articulating a theology of episcopacy, examining the missiology of the Church of Ireland, reflecting on the scriptures, building upon our heritage and bringing fresh perspectives. We have referred to those aspects of our work in earlier reports and acknowledged in particular our debt to the Commission on Episcopal Needs which reported to the General Synod in 1998. We have also benefitted from the contributions of our members from the Methodist Church and the Roman Catholic Church who have brought their perspectives and challenges to our work. Our *Vision and Principles* paper grew out of our consideration of these foundational issues.
16. The 2012 statute listed practical and administrative matters for attention and CEMS has considered all of those. In doing so, the inter-connectedness of all aspects of our work has become apparent: the knock-on effects of proposals in one area on other areas, the impact on ordained ministry generally, relationships between clergy and laity, representation in central church bodies and the unavoidable structural and funding issues.
17. The statute expressly required a persuasive evidence base for CEMS recommendations and in order to provide that CEMS has conducted qualitative, quantitative and comparative research. Beginning with a thorough and fruitful review of previous reports to the General Synod, papers were commissioned and published materials studied. The church census conducted for the first time in 2013 gave a lot of information, although its limitations must be recognised. Other important sources of statistical data were the national censuses of 2011 in both the Republic of Ireland and Northern Ireland. An extensive programme of interviews and consultations was carried out. In a spirit of genuine inquiry, the approach was not to ask questions in a vacuum, or to present interested parties with a ready-made set of proposals. At the heart of the consultation process was the development of the *Vision and Principles* paper and affirmation of it as the framework shaping eventual recommendations.
18. A summary of this research and study to date is provided as Appendix 2, with a bibliography and details of interviews and consultations. In 2014 a major element was visits to diocesan synods, with group discussions and questionnaires. A summary of responses was published on the Church of Ireland website at <http://ireland.anglican.org/news/5512> and each diocese was sent a separate report on responses received from its own synod members.

ROLE OF THE BISHOP AND MODELS OF EPISCOPACY

19. The approach of CEMS on core elements of the episcopal role and additional functions was presented to the General Synod in 2014, along with the *Principles* underlying our recommendations (paragraphs 15-25 of the 2014 Report). Core elements derived from the Ordinal are foundational to our

understanding of episcopal ministry in the Church of Ireland, but in carrying out those responsibilities, a bishop's own gifts, priorities and emphases are reflected in his or her ministry. So episcopate is expressed differently by each one, as the person God made, and that is welcomed. CEMS does not wish to straitjacket flair or individuality by tight and tidy definitions of a bishop's role; creativity and innovation are to be encouraged and supported. Accordingly, the focus of most of the proposals for change is not on imposing a uniform description and allocation of roles but on flexible arrangements enabling bishops to use their personal gifts, skills and characteristics. In this context, CEMS also welcomes the promotion of collaborative working by the Primate and the House of Bishops, as a sharing of episcopal roles and responsibilities and an enrichment of their collective episcopal ministry.

20. CEMS has considered the scope for other ecclesiastical appointments sitting alongside the episcopal role, for example as Dean or incumbent. We have not rejected such possibilities, although the scope for them may be less if, as a result of our proposals, episcopal responsibilities are more evenly distributed. We have not identified constitutional or theological objections to that option but any redrafting of the constitution should clarify that that course is open. Similarly, it has not been a frequent practice in the Church of Ireland for bishops to move from diocesan episcopal ministry to other roles within the church but CEMS sees no obstacle to that. To do otherwise is to refuse a calling a bishop may experience, and reject the contribution he or she may offer in a different field of ministry.
21. For their part, clergy and laity and church governance bodies must support episcopal ministry, through prayer and practical intervention. That applies to both core roles and additional workload. The provision of adequate resources, of people, facilities and finance, is essential for good episcopal ministry. As regards the many additional functions sitting alongside the core elements, CEMS has examined the scope for reallocation of tasks, passing some responsibilities to others and introducing new procedures. In revising expectations of the work bishops will do, it is recognised that passing work to others - whether Archdeacons, Executive Chaplains, Rural Deans or lay staff members - may mean they have to be paid for doing it, so there are resource implications. There was some support in our consultations for an Assistant or Suffragan bishop model as a way of relieving the workload but we are not persuaded that that fits with the Church of Ireland view of episcopal relationships.
22. It is not for CEMS to prescribe remedies for all the problems facing the church or provide answers to all the questions our examination of episcopal ministry and structures has raised. Others in the church are better equipped and mandated to consider many of these issues, so we do not make specific recommendations on these but we will strongly encourage such bodies to consider the impact of matters within their remit on episcopal ministry and

structures. Areas where CEMS has identified possible scope for reorganisation of procedures and reallocation of responsibilities include the following:

- Clerical discipline and clergy relationships - this was highlighted in interviews with serving and former bishops as a major area of difficulty. These concerns have a big impact on the workload of bishops and represent a growing problem for dioceses and parishes. There is work underway as part of the long-term church project and developments from that will be helpful. In addition, CEMS believes that a good ministerial review system will bring benefits to all.
 - Human resources and employment management - there is a case for central church involvement here or some shared outsourcing. Expertise required in handling contracts, disputes, recruitment, appointment and dismissal processes should be available across diocesan boundaries.
 - Parish and Vestry disputes - again, outcomes from the long-term church initiative will be relevant.
 - School patronage - this is an issue mainly for bishops with dioceses in the Republic of Ireland who are patrons of 176 schools. On the one hand, this role may be seen as a part of the mission focus of the church but there are valid questions about whether all aspects of discharging these responsibilities should fall on bishops. There may be scope for a central church specialist body, with local oversight and adaptations, for example, to assist with legal issues.
 - Legal and quasi-legal compliance - for example, in relation to discrimination and equality regulation or good practice in relation to voluntary organisations, there may be room for more sharing of best practice and central development of protocols adaptable for diocesan use.
 - Diocesan administration – expertise may be better used and unnecessary duplication of work may be lessened through merging or sharing administrative offices and staff, where this is convenient and practicable.
 - Responsibility for buildings – there are 1,090 churches and many other buildings, many with a special heritage status, many under-used, but all requiring care and attention.
 - Administration and committee chairing and membership - central church authorities, diocese and bishops should look at the scope for delegation.
 - Speaking into the public sphere - teaching and speaking to the church and for the church are part of the core role of a bishop, so opportunities to do this are valuable. At the same time, it is not only bishops who can speak or have a representative role, but it is hard to convince the media, the public or indeed members of the Church of Ireland that that is so.
23. For all these areas, CEMS will invite the relevant church bodies to consider whether present arrangements offer the best support to episcopal ministry and whether changes would be appropriate.

THE EPISCOPAL APPOINTMENT PROCESS

24. As was indicated at the General Synod in 2014, a lot of work has been done on this aspect of the CEMS remit. A position paper is presented in Appendix 3 for consideration, with legislation to follow in 2016.

TRAINING AND MINISTERIAL DEVELOPMENT FOR BISHOPS

25. CEMS was pleased that its resolution respectfully requesting 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 Archbishops and Bishops was passed by the General Synod in 2014. A supportive ministerial review process helps constructive reflection on the exercise of ministry, identifying opportunities and risks and easing the isolation and burdens of leadership for bishops and sometimes their families. The House of Bishops has engaged positively with these developments.

DIOCESES

26. The *Principles* adopted to guide CEMS recommendations in this area state that “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.”

27. As with other aspects of our remit, CEMS has examined the current arrangements in light of these *Principles* and concluded that they do not offer a satisfactory basis for the mission of the church in the 21st century. That is borne out by responses to our consultations. We want arrangements that allow for a meaningful and effective episcopal ministry for all our bishops. Our dioceses want more capacity to engage in mission rather than expending most effort on sustaining and maintaining their position. They want their clergy to devote more energy to parochial ministry and mission, not carry a disproportionate load of diocesan or central church administration. They need to have available a range of gifts, expertise and experience in their clergy and laity to support the life of the diocese without drawing too heavily on a few people or forcing them into roles they do not find rewarding or congenial. That is not the case now when we have dioceses with a very small number of cures – five of them under 30 cures.
28. The issue of size and number of dioceses has generated debate throughout the church, as was the case in all previous attempts to address it. CEMS has listened to that debate and will continue to do so, before making final recommendations. One important element in the discussion is that the context now includes information from the church census conducted in November 2013. That material has to be handled with care; it does not provide all the data we would like to have and it is a snapshot not an indication of trends. With those caveats, however, it helps inform decision-making, particularly when supplemented by data from the two state censuses in 2011.
29. After much discussion and analysis of previous reports, CEMS has adopted working guidelines in relation to numbers of population, worshippers and cures required to enhance diocesan capacity and meet CEMS *Principles*. These guidelines – not inflexible rules or targets but reasonable assessments of appropriate levels – are intended to give the church cohesive and sustainable dioceses, with the capacity for effective episcopal, clerical and lay ministry. For that to be achieved, we think that a diocese should have as a minimum approximately 15,000 Church of Ireland members in its area. With the 2013 church census showing an average attendance rate of 15.5% of membership, that would mean almost 2,500 worshippers. Taking a model of 30 cures in a diocese as a minimum, that would mean at least 80 people worshipping in each cure on a typical Sunday.
30. While the implications of the figures cannot be ignored, CEMS recognises that decisions on diocesan structures and boundaries, especially with a mission imperative, should not be founded on statistics alone. On a broader view, recommendations must comply with the CEMS *Principles*; for example, people in the Church of Ireland identify strongly with traditional ecclesiastical areas and those boundaries speak of ecumenical heritage and continuity not to be disturbed lightly.

31. CEMS is not ready to recommend realignment of diocesan boundaries at this stage. We are sure, however, that our recommendations to the General Synod in 2016 will involve substantial change. For now, we set out a series of examples of how boundaries could be changed, along with analysis of how these meet or miss the stated criteria. These examples - we stress they are no more than that - are starting points for discussion and consultation in church groups and dioceses. The examples are contained in a booklet circulated to members of the General Synod. They will also be available on the website. The next step for CEMS will be to listen to the views of members of the General Synod and consult with diocesan councils on these examples and other possibilities later this year.
32. Whatever the General Synod may decide in due course, implementation of any changes in structures and boundaries will inevitably bring problems. Among the matters to be dealt with are administration, staffing, synods, see houses and the multiplicity of cathedrals – 29 cathedrals in total, with a few sharing Chapters. Under the 1976 scheme, the process of reconfiguring dioceses began upon the retirement or resignation of one of the two bishops involved, and it took some thirty years to complete. That is not an acceptable prospect for bishops, clergy or people. If changes are agreed, then the General Synod should approve and facilitate how it is to be carried through. CEMS has set up an implementation planning group, including members of the House of Bishops, to explore creative ways of bringing the proposals into operation and that will be part of the CEMS report in 2016.

FUNDING AND RESOURCING OF THE EPISCOPACY

33. Funding of episcopal ministry and structures is still under consideration, including conversations with the Representative Body. Although conscious of current pressures, the work of CEMS is not driven by the need to make financial savings and indeed some of our recommendations may lead to additional costs, at least in the short term. Overall, our expectation would be that savings from some recommendations should be rerouted into support for episcopal ministry. Benefit will be seen in reformed and more effective episcopal ministry and delivery of ancillary functions.

ROLES OF THE ARCHBISHOPS OF ARMAGH AND DUBLIN, PROVINCIAL STRUCTURES AND COLLEGIAL STRUCTURES

34. The CEMS *Vision and Principles* document provides that “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;
 - support the collegial, collective ministry and leadership of the Archbishops and Bishops.”
35. Most people acknowledge that the church has asked too much of its Archbishops without adequately resourcing the roles. In Armagh, assistance has now been provided with the appointment of an Executive Chaplain. More collegiate working among bishops helps too. At this point in our deliberations, CEMS has no recommendations for structural change in the roles of Archbishops. As things stand, CEMS sees value in maintaining two provinces for the Church of Ireland. There are advantages in this in terms of pastoral oversight, and it facilitates engagement with civic and public affairs in our two jurisdictions, with different political and social cultures. The issue may be revisited when proposals on diocesan boundaries are clearer.
36. It is generally recognised that the Church of Ireland, through its Archbishops and Bishops and others, participates appropriately in international affairs, including Anglican Communion meetings. This involvement enriches ministry both here and in the wider church. It should be noted, however, that our consultations have shown some concern that it can take bishops away from their dioceses too often.
37. An important aim of the recommendations eventually brought to the General Synod will be to affirm the position of our bishops as bishops of the whole church and to enhance this we have stressed the value of episcopal ministry and leadership. As a House of General Synod, bishops are visible on the platform or floor of Synod, leading worship, charring proceedings in rotation, speaking from the rostrum, voting, communicating to Synod collectively and individually and in social contact with members.

Concluding comments

38. In presenting his vision for a long-term church to the General Synod in 2014, the Primate challenged us all to lift our eyes beyond the present, to plan strategies unselfishly for the future, to work in a spirit of collaboration rather than competitiveness and of true hope rather than passive cynicism. The work of CEMS is a strand in that project. In presenting this report to the General Synod, members of CEMS invite everyone in the Church of Ireland to believe with us that we are here for the long-term so we need to think in the long-term.

APPENDIX I

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 building 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.

APPENDIX II

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Meeting with Kate Williams, Head of Finance, RCB

Meeting with Director and Staff of Church of Ireland Theological Institute

Meeting with Dr Bev Botting, Church of England Head of Research and Statistics

Consultation Meeting with Geoffrey Perrin

Liaison with Council for Mission and Commission on Ministry

Comments received through post or email address insert address?

APPENDIX III

ELECTION OF BISHOPS – POSITION PAPER

Description of current process

1. At present, bishops are appointed in accordance with the process set out in Chapter VI of Constitution and conventions and practices that have evolved over the years. An Episcopal Electoral College is convened comprising a President (normally the Metropolitan), three other Bishops and clergy and laity from the vacant diocese and other dioceses in the relevant province¹. Aside from the four Episcopal members, the full college comprises 48 persons², half of whom are clergy and half are laity. Again with the exception of the Episcopal members, half of the members of the College are from the vacant diocese and half are from the other dioceses in the province³.
2. While there is no Constitutional provision for it, it is common practice for members of the Electoral College from the vacant diocese to meet informally prior to the meeting of the college. This is an opportunity for prayer and discussion on issues such as the needs of the diocese, what the diocese will be seeking in a new Bishop and the names of potential candidates. As such meetings are extra-constitutional and informal, the content, structure, usefulness and outcomes of the discussions at these meetings are likely to vary greatly from diocese to diocese and from election to election.
3. The formal meeting of the Electoral College begins with Holy Communion. After informal discussions, names are proposed and speeches made in support of the candidates. Voting is by orders and a candidate requires the support of two-thirds of clergy and laity present and voting to be deemed elected. The person elected is contacted and, if they are willing to take up the post, their name is submitted to the House of Bishops who, if satisfied with the person's fitness, take the necessary steps to give effect to the election. The name of the person elected is released publicly following the conclusion of the Electoral College.
4. The Constitution allows for the Electoral College to be adjourned and re-convened. In practice this is rare and if the College has been unable to elect on the first day, the approach has been to refer the issue to the House of Bishops.

¹ Additional clergy and laity from Armagh are appointed to the College where the vacancy arises from the elevation of the former bishop to the Primacy.

² 60 persons in the case of a vacancy arising from the elevation of the former bishop to the Primacy.

³ Except where a vacancy arises from the elevation of the former bishop to the Primacy.

5. Outside this procedure, the Archbishop of Armagh is elected by the House of Bishops alone, from its members, by simple majority.

Vision and Principles

6. The *Principles* adopted to guide CEMS recommendations in this area are:

“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;
- 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.”

Strengths and weaknesses of current process

7. The selection of bishops of the church is not a mechanical recruitment exercise but a solemn process of discernment conducted in a prayerful atmosphere seeking guidance of the Holy Spirit. Within that context, this process provides the episcopal leadership of the church and it has to be demonstrably focused on and fit for that purpose. The fact that the General Synod in 2012 asked the Commission to give early attention to the episcopal appointment process suggested that it was an area of concern and this was confirmed in the wider discussions in 2013 and 2014. Among issues raised were the size and composition of electoral colleges, the balance between hearing the voice of the diocese on one hand and satisfying the interests of the wider church on the other, specifying and finding the experience and skills sought in potential bishops, ensuring that properly informed decisions were made, breaches of confidentiality and the timing of announcements. There was also concern that, especially in the Province of Armagh, elections have frequently been passed to the House of Bishops, so making the “fall-back position” the usual process. The selection of bishops has also generated some adverse publicity outside the church and it has on occasion been hurtful for persons directly involved. There is a broad consensus that change is necessary, both in the constitutional provisions and in the operation of the process.
8. CEMS has evaluated the strengths and weaknesses of the current procedures in the light of consultation responses and with the CEMS statement of *Vision and Principles* as the touchstone. The conclusions are reflected in the following

recommendations for reform of the process. In summary, the proposal is for a two-stage approach involving an Electoral College and a Discernment Committee, with clearer arrangements for identification of the respective needs of the diocese and the church and for consideration and scrutiny of the qualities of the candidates for appointment. It is proposed that the names of persons under consideration should remain confidential but updates on the stage which the process is at should be made public and prayers encouraged for the relevant individuals involved.

Election of bishops: proposed procedure

Notice period and preparatory steps

9. Under the Constitution, bishops give 2 to 4 months' notice of their intention to retire or resign. In the case of a translation, a similar period usually elapses between the election of the new bishop and their enthronement in the new diocese. It is proposed that the new procedure will begin shortly after the announcement of intention to retire or election of a bishop to another diocese. In the case of an unexpected vacancy (for example arising out of a death in service or a sudden resignation), the procedure would begin not less than one month and not more than two months after the vacancy arises. As the first step, the President of the College will nominate a facilitator to work with episcopal electors from the vacant diocese in producing a draft diocesan profile and statement of needs. At present, this task is often carried out through an informal assessment of diocesan needs but a more structured analysis is warranted. The facilitator need not be a member of the college or indeed come from the vacant see – he or she will be chosen by reference to their skills. The facilitator's role is to help the local electors in the production of comprehensive, objective and realistic documents, and to promote the involvement of all the local perspectives. The local electors will be entitled to consult with others in the diocese, for example, the Diocesan Council. In order to provide a clear focus for the diocesan profile and statement of needs, those participating should be asked to consider what they think the priorities should be for the new bishop in the diocese for the next ten years.
10. Also at this early stage, the President of the College will set dates for two meetings of the Episcopal Electoral College, the first to take place shortly after the diocese becomes vacant (say within 2 weeks of the retirement or resignation taking effect or within four months of the vacancy in the event of an unexpected vacancy), and the second to take place within 3 months of the first meeting. Once the draft diocesan profile and statement of needs are developed by the local electors, they will be sent to the President of the Electoral College for circulation to the members of the Electoral College at least one week in advance of the first meeting of the College.

First meeting of the Electoral College

11. When the Electoral College meets for the first time, the following procedure is proposed:
 - Holy Communion.

- The draft diocesan profile and statement of needs is presented. The Electoral College discusses it and makes amendments if it so wishes. The purpose of this consideration is to allow the document to be reflective of the needs of the Church as a whole, whilst the local electors have primary ownership of it.
- Next, the Discernment Committee is appointed by the clergy and laity on the College: clergy from the vacant diocese elect 2 clerical members and laity elect 2 lay members from their number and those from outside (that is, those from the other dioceses represented on the College) similarly elect 2 clerical and 2 lay members from their number – with the proviso in this case that the 2 elected must not be from the same diocese. In both cases, supplementlists are chosen too. That is particularly important in the case of clerical members because if a clerical member of the Discernment Committee is to be considered for election, he or she must withdraw from the Discernment Committee and, if shortlisted, from the Electoral College. That results in a Discernment Committee of 8 persons, all of them members of the Electoral College.
- The Electoral College members are entitled to suggest names to the Discernment Committee and the Discernment Committee is required to consider any such persons but not required to shortlist them.

Role of Discernment Committee after first meeting of College

12. The Discernment Committee elects its own Chairman and has flexibility in how to go about its work but it has a number of responsibilities to undertake in a 3 month period between the first and second meetings of the Electoral College. These are as follows:
 - To suggest names for consideration themselves and invite those eligible “to make suggestions to assist the Discernment Committee in its work, including names of potential candidates”, with a closing date specified.
 - To decide at their own discretion how they will appraise themselves of the qualities and experience of those being considered: they may choose to delegate part of this task to a sub-committee.
 - To seek biographical details and CVs and meet with all nominated persons.
 - To liaise with and take soundings from the House of Bishops (principally through the Chairman and the President of the College) towards the end of its work as to the names being considered. At this stage the Bishops would not exercise a “pre-veto” but it is intended that this would represent an opportunity for concerns of Bishops to be raised.
 - To prepare a shortlist for the College with at least 3 and not more than 5 names to be considered at the second meeting of the College.
 - To attest at their final meeting that they have had due regard to and been sufficiently guided by the diocesan profile and statement of needs in preparing their shortlist.
 - To plan the first part of the second meeting of the Electoral College, where the persons shortlisted may be introduced to electors in a manner decided by the Discernment Committee.

13. Members of CEMS spent some time discussing how names should be put forward for consideration - for example, whether there should be advertisements, requests for expressions of interests or invitations to make proposals or nominate. The consensus reached was to use a nomination process, with only members of the Electoral College eligible to make nominations. There was a concern raised that some clergy persons may not aspire to become bishops but if called by a College they accept that call and serve with distinction. We considered whether the proposed arrangements would make it less likely that such persons would become bishops. We appreciate the “specialness” of the call from a College having elected someone under guidance of the Holy Spirit, and we must not lose the mystery of that encounter, but we believe that will remain the case in a new nomination and discernment process.

Second meeting of the Electoral College

14. At the second meeting, the following procedure is envisaged:
- The meeting begins with Holy Communion.
 - At this stage, no further nominations may be made.
 - The College receives the report of the Discernment Committee. This includes a summary of the gifts, skills, experiences, qualities and character of each person shortlisted.
 - The College may meet the candidates. This part of the meeting proceeds as planned by the Discernment Committee.
 - The College considers the persons shortlisted for election, with speeches from members.
 - Voting is by Orders, the bishops present voting as members of the clergy.
 - A two thirds majority of those present and voting in each Order is needed for election.
 - If a person receives a simple majority in both Orders, his or her name may, with the agreement of the majority of the College, be put to the College alone, to determine whether it reaches the requisite two thirds majority in each Order.
 - After each round of voting, the lowest ranked candidate may, with the agreement of the majority of the College, be removed from later voting.
 - If no candidate is elected, the College may choose, by simple majority, to ask the President of the College to summon a third meeting of the College within one month and ask the Discernment Committee to bring forward additional names for consideration at that date, or alternatively to pass the selection to the House of Bishops.
 - Where the selection is passed to the House of Bishops, they must consider the names originally submitted by the Discernment Committee but are not restricted to those persons.
 - Where the Discernment Committee is asked to bring forward additional names, the names originally shortlisted remain eligible for election.

Third meeting of the Electoral College

15. Before the third meeting of the Electoral College, the Discernment Committee will meet and add up to three further names to the shortlist. The Discernment Committee will plan the first part of the third meeting, where the candidates will be introduced to electors.
16. The third meeting will follow the same procedure as the second meeting, except that at this stage if the College fails to elect, the College may, by simple majority, pass the election to the House of Bishops but it does not have the option of asking for a further meeting of the College.

Size and composition of Electoral Colleges

17. There are conflicting views on finding the right balance between the voice of the diocese and the voice of the wider church in the selection of a bishop of the church who is of course a diocesan bishop too. The consensus among CEMS members was to opt for equal numbers of electors from the vacant see and the other dioceses in the Province, with the President and the episcopal members of the College seen as “neutral” in that sense. It was decided also that Electoral Colleges should be elected by diocesan synods, as at present, not drawn for a General Synod panel. Numbers of members should be smaller than at present, but not dramatically so; at present, there are 52 members, with an additional 12 from Armagh in the case of a vacancy caused by a move of the former bishop to the Primacy. Although it is likely that frank exchange of opinions is inhibited in such large gatherings, the vacant diocese needs to know that its views are adequately represented in their diversity, and it may be that, to achieve that, electoral colleges have to be bigger than one would otherwise prefer. Reservations about the age and gender profiles of electors have been expressed at General Synod meetings on a number of occasions, and diocesan synods have been encouraged to address such imbalances, but with limited success. CEMS asks those with influence and votes to be mindful of their responsibilities to take these issues into account in selecting episcopal electors.
18. CEMS members reached the following conclusions on size and composition of electoral colleges:
 - Colleges will continue to operate along Provincial lines.
 - The Metropolitan for the vacant see would be President of the College (with the same provisions as currently for Dublin and other contingencies)
 - There will be one other bishop from each Province.
 - There will be equal numbers of clergy and laity. 50% of these will be drawn from the vacant diocese and 50% from other dioceses in the Province. They will be elected by Diocesan Synods.

While the Commission recommends that the Electoral College should be composed along the lines above, the exact size of the College must await a determination as to the number of the dioceses and the composition of the Provinces.

Role of the House of Bishops

19. The proposed procedure gives the House of Bishops involvement in the selection of bishops in that there is liaison with the Discernment Committee (via the President of the College and the Chairman of the Discernment Committee) before the shortlist is finalised, so giving an opportunity for just impediments to be raised and assessed. It is intended to replicate the provision in section 14 of Chapter VI of the Constitution, by which the name selected by the Electoral College is transmitted to the House of Bishops which, if satisfied of that person's fitness, takes the necessary steps to give effect to such election. The current procedure for election by the House of Bishops where the Episcopal Electoral College does not elect itself and passes the appointment to the House of Bishops (section 18 of Chapter VI of the Constitution) will also be mirrored in the new procedure, subject to the new requirement that the bishops will consider the names originally shortlisted by the Discernment Committee, but not be confined to those names.

Appointment of the Archbishop of Armagh

20. At present the Archbishop of Armagh, Primate of All Ireland, is elected by majority vote of the House of Bishops from among their members. There is no involvement of other clergy or laity. The consequent disenfranchisement of Armagh clergy and laity is compensated for through participation of its episcopal electors in the appointment of a bishop for the diocese from which the new Primate moves. This is a contrived response to the "Armagh anomaly", justified on pragmatic rather than principled grounds.
21. Issues to be addressed in relation to the appointment of the Primate include:
 - Compliance with CEMS *Principles*;
 - Involvement of Armagh electors in appointment of their diocesan bishop;
 - Involvement of bishops, clergy and laity from both Provinces in appointment;
 - Incorporating a statement of needs and diocesan profile for Armagh diocese;
 - Whether only serving bishops of the Church of Ireland should be eligible for appointment;
 - Openness and transparency;
 - Potential for stress on interpersonal relationships as an election looms;
 - Difficulty of ensuring objective assessment of candidates within a small group.
22. Having considered the matter at length, the Commission suggests a modified version of the current procedure. Firstly, a diocesan profile and statement of needs should be drawn up in Armagh in a similar manner to that proposed by other dioceses. This should be presented to the House of Bishops, who would then elect the new Archbishop. The Bishops should not be confined to electing a Bishop from among their number to the post. It should be open to them to elect a Bishop from another province of the Anglican Communion (though the Commission is of the view that the person elected should already be a bishop).

23. The Commission considered the question of the mechanism whereby members of the Armagh Electoral College participate in the election of a successor to the vacancy created by the translation to the Primacy. This mechanism is a ‘compensation’ for the fact that unlike other dioceses, the clergy and laity of the diocese of Armagh do not have a role in electing their bishop. Without having reached a conclusion on this issue, the Commission decided that this would be an appropriate matter to raise with Diocesan Councils (in particular of course, the Armagh Diocesan Council) as part of the intended consultation with Diocesan Councils later in 2015.

Concluding Comments

24. The view of CEMS is that the processes described above have all the features set out in the *Principles* and will help achieve the *Vision* “To provide an episcopacy that will allow the Church of Ireland to fulfil its mission in the 21st century”.

CHURCH OF IRELAND MARRIAGE COUNCIL

REPORT 2015

MEMBERSHIP

Appointed by the House of Bishops

Member from the House of Bishops (vacant since 2010)

Elected by General Synod

Rev John Ardis

Very Rev Arthur Barrett

Mrs Sarah Bevan

Rev Stephen Farrell

Mrs Lynn Heber

Rev Canon Lynda Peilow

Rev David Somerville

Mrs Deirdre Whitley

Mrs June Wilkinson (resigned March 2015)

Ms Rosalind Willoughby

In attendance

Mrs Sandra Massey

MARRIAGE PREPARATION & COUNSELLING

The demand for Counselling has increased in the past year. People are finding the economic recovery patchy and ultimately this is putting pressure on relationships and families. In terms of marriage preparation the demand there has similarly increased as couples seek to begin their marriage in a stable and structured footing. Unfortunately The Family Support Agency (FSA), now renamed Túsla, have decreased the grants they make available for this purpose.

THE PASTORAL CARE OF MARRIAGE AND FAMILY LIFE TO-DAY

– AN OPPORTUNITY TO UP-SKILL

Marriage Council continues its work with the *Contemporary Couples* course for clergy. The scheme has been upgraded and renamed –*The Pastoral care of Marriage and family life today- An opportunity to Up-skill*. This took the form of a 2-Day Course held in Taney Parish, Dublin on 23rd and 30th September 2014 where it was facilitated by Ms Glynis Good & Ms Dianne Morris. A very encouraging attendance saw twenty clergy from a wide geographical area and several dioceses attending. The course content was both broad and useful and included - Modern stressors & Life changes within families, Attachment Theory, Communication & Conflict, Family Separation & Divorce, Importance of Pre-Marriage, Domestic Abuse, Step-Families, Genograms and Navigating Boundaries & Self-Care. Feedback from those who attended was positive. One rector wrote on an anonymous feedback form that the course – “...reinforced much of what I already knew but introduced some new ideas and gave me time for reflection”.

The Council felt that the same course should be offered to incumbents in the North West in 2015 and an application has been made to the Priorities Fund to facilitate that. The Council should know if the application has been successful in March 2015.

CLERGY COUPLES RETREATS

Clergy Couples retreats remain a very useful support mechanism for those who are able to take them up. Unfortunately take up is not straightforward for serving clergy. A target clergy couple will typically have practical issues with child care and other matters and find it *very* difficult to disentangle themselves from the parish. Despite this almost all will say that a well-run retreat would have real practical benefits *if they were able to attend*. Council are planning the next one in the North West during May 2015.

SUPPORT GROUPS FOR SEPARATED AND DIVORCED COUPLES

A recent initiative from the Council has seen the start-up of Support Groups for Separated and Divorced Couples. Initial meetings have been held in the Limerick Dioceses. They have chosen to meet on the last Saturday of each month, from 10.30am to 12.00 noon. The sessions have been run by Mrs Lesley Sandes with the help of her husband, Rev Denis Sandes. Publicity has been mostly by word of mouth and other avenues have been explored. There can be no doubt that this is an area of ministry which is ripe for development. Sadly marriage breakdown is all too common and a confidential support group can do much to help divided couples and their families. Plans are underway for start-up groups in the Dioceses of Dublin and Glendalough and in the Dioceses of Cork, Cloyne & Ross.

ARTICLES ON MARRIAGE AND FAMILY RELATED ISSUES

The Council has commissioned articles on marriage and family related issues for use in diocesan websites and magazines and also in parish newsletters. This is an ongoing initiative which has been in place in 2013 and 2014. Recent articles include items on *A simple Christmas* and *A divided Christmas* and were emailed to all serving clergy North and South. Contact was also made with Diocesan Editors and a link has been set up on the Church of Ireland Facebook page. Clergy and parish editors seem to like this accessibility and the quality of the articles. Articles and information can be sources on the Marriage Council website www.towardsmarriage.com or contact Mrs Sandra Massey at 4125626.

**REPORT OF THE SELECT COMMITTEE ON HUMAN SEXUALITY IN THE
CONTEXT OF CHRISTIAN BELIEF**

Members:

| | |
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| Rev Canon Patrick Bamber | Mr Trevor Johnston |
| Mr David Bird | Very Rev John Mann (Chair) |
| Mrs Thea Boyle (Resigned July 2014) | Rev Darren McCallig (Resigned January 2015) |
| Mrs Joan Bruton (Appointed January 2015) | Mrs Hilary McClay |
| Rev Alison Calvin | Mrs Helen McClenaghan (Vice-Chair) |
| Ven George Davison | Rev Brian O'Rourke (Appointed January 2015) |
| Mr Greg Fromholz | Very Rev Sandra Pragnell |
| Rt Rev Ken Good | Mr Damian Shorten (Appointed January 2015) |
| Mrs Phyllis Grothier | Most Rev Patricia Storey |

Advisory Panel:

| | |
|-------------------------|------------------|
| Rt Rev Trevor Williams | Dr Andrew Pierce |
| Rev Dr William Olhausen | Ms Pam Tilson |

The Select Committee has met 6 times since General Synod 2014; in September, February and March and with residential meetings in February, June and January. A working group of members also met in November due to the cancellation of an October meeting. While work has progressed significantly on phases one and two of the plan outlined to General Synod in 2014, the Committee will require more time than was identified by General Synod in 2013 (a two-year term), and the Committee is seeking an additional two year period.

Phase one, *A Guide to the Conversation on Human Sexuality in the Context of Christian Belief* is in the final stages of production and will be available by the end of 2015. Phase two which included the Select Committee Listening Process where those who wished to give a submission to the committee were invited to come forward and speak to members, has also been taking place alongside phase one. It was felt by the committee that these phases needed to work concurrently rather than one after another. The Committee would like to thank all of those who came forward for their contributions to the process.

Specialist presenters and groups have also been invited to speak to the committee. The Committee heard from Rev Canon Phil Groves, Rev Sam Allberry, Changing Attitudes Ireland, Reform Ireland and Prof Patrick Morrison and would like to express thanks to everyone who presented.

An Advisory Panel has been formed to assist with expert input. The current panel are Rev William Olhausen, Dr Andrew Pierce, Rt Rev Trevor Williams and Ms Pam Tilson. Membership of the panel may be revised by committee members.

Select Committee on Human Sexuality in the Context of Christian Belief

The work of the Select Committee going forward:

- (i) complete production on a Guide for the assistance of the Church;
- (ii) produce a Study Guide with modules and suggested questions for use in diocesan or parish groups.

For the final stages of production for both the Guide and the Study Guide the Select Committee may need to seek help to develop these materials. It is important that these materials are professionally produced in order to encourage engagement. The Committee also seeks facilitation and assistance from Bishops and Dioceses to roll out the Guide and to enable groups to positively engage in dialogue.

The Committee would like to express sincere thanks to Ms Thea Boyle (resigned July 2014), to Rev Darren McCallig (resigned January 2015) and Mr David Bird who will be leaving following General Synod 2015. The Rt Rev Trevor Williams also retired but continues to assist on the Advisory Panel and Most Rev Patricia Storey has changed seats to an episcopal position. The Committee has also welcomed Dr Fergus O’Ferrall, the Convenor of the Methodist Church in Ireland’s Faith & Order Working Party on Human Sexuality as an observer. The Very Rev John Mann sits on the Methodist group.

Following the resignation of Ms Thea Boyle and Rev Darren McCallig and the retirement of the Rt Rev Trevor Williams, Standing Committee elected Rev Brian O’Rourke, Mrs Joan Bruton and Mr Damian Shorten to the Select Committee in January 2015.