

**APPENDIX A**

**MOTIONS TO BE BROUGHT TO GENERAL SYNOD**

**BILLS PROCESS (DEFERRED FROM 2023)**

**Proposer:** The Honorary Secretaries

That the Standing Orders of the General Synod be amended as follows:

1. In Standing Order 18b the words ‘or of any bill’ shall be deleted.
2. In Standing Order 18, after the words ‘provided that the President’ shall be inserted the words ‘ (or person chairing the Synod at that time)’.
3. In Standing Order 20 the word “committee” shall be deleted and replaced with the words “Amendment/Detail Stage”.
4. In Standing Order 26 the words “second reading” shall be deleted and replaced with the words “Principle Stage”.
5. In Standing Order 28 the words “first reading” shall be deleted and replaced with the word “introduction” and the words “second reading” shall be deleted and replaced with the words “Principle and Amendment/Detail Stages”.
6. In Standing Order 29 (a) the words “and First Reading” shall be deleted.
7. In Standing Order 29 (a) the words “10 minutes” shall be deleted on both occasions that they appear and be replaced with the words “five minutes”.
8. In Standing Order 29 (a) the words “a first time” shall be deleted.
9. In Standing Order 29 (a) the words “second reading” shall be deleted and replaced with the words “Principle Stage”.
10. In Standing Order 29 (b) the words “second reading” shall be deleted and replaced with the words “Principle Stage”, the words “that the bill be now read a second time” shall be deleted and replaced with the words “ that the bill now be considered in Principle”, the words “being postponed to the committee stage” shall be deleted and replaced with “being postponed to the Amendment/Detail Stage”, and the words “having been read a second time” shall be deleted and replaced with “having been through the Principle Stage”.
11. Furthermore, the words “in Committee of the whole Synod.” Shall be deleted and replaced with the words “at the Amendment/Detail Stage”.
12. In Standing Order 29 (c) the words “consideration in committee” shall be deleted and replaced with the words “Amendment/Detail Stage”.

13. Furthermore, the words “The Committee of the whole Synod shall be deleted and be replaced with the words “The Synod” and the words “the bill, with or without amendments, shall be reported to the Synod” shall be deleted and replaced with the words “at the conclusion of this consideration an order shall be made fixing a day for the Final Consideration and Final Decision stages”.
14. Standing Order 29 (d) shall be deleted and replaced with the words: “Final Consideration Stage”
15. At this stage the Synod may consider amendments which arise out of the Amendment/Detail Stage and of which notice has been given at least one day before this stage. Amendments rejected during the Amendment/Detail Stage shall not be in order. Amendments may also be made without notice if in the opinion of the President they involve merely matters of drafting or the correction of grammatical or clerical errors.
16. When the bill has received relevant consideration, an order may be made fixing a day for the Final Decision, provided that such order must permit, unless the Synod otherwise direct, for a at least one clear day being interposed between consideration at the Detail/Amendment Stage and the Final Decision.”
17. In Standing Order 29 (e) the words “Third Reading” shall be deleted and replaced with the words “Final Decision Stage” and that the words “now read a third time” shall be deleted.
18. In Standing Order 30 (a) the words “been read a first time” shall be deleted and replaced with the words “completed the Introduction Stage”.
19. Furthermore, the words “second reading” shall be deleted and replaced with the words “the Principle Stage” and the words “first reading stage” shall be deleted and replaced with the words “Introduction Stage”.
20. In addition, the words “Amendments of which notice has been given at the first reading stage, may be moved at the committee stage’ shall be deleted and replaced with the words “Amendments of which notice has been given at the Introduction stage may be moved at the Amendment/Detail stage”.
21. In Standing Order 30 (c) the words “(ii) that the bill now be read a second time and (iii) that the bill now be read a third time and passed” shall be deleted and replaced with the words “(ii) that the bill now progress through the Principle Stage and (iii) the bill now progress through the Amendment/Detail and Final Decision Stages”.
22. In Standing Order 34 the words “except on Committee” shall be deleted and replaced with the words “during the Amendment/Detail Stage”.
23. In Standing Order 41 (a) the words “or in a Committee of the whole Synod” shall be deleted.
24. In Standing Order 44 (a) the words “or to a Committee of the whole Synod” shall be deleted.

In Standing Order 55 the words “in Committee, and then awaiting its third reading” shall be deleted and replaced with the words “at the Amendment/Detail Stage and then awaiting the Final Consideration and Decision Stages.

**MOTION TO CHANGE THE STANDING ORDERS OF THE GENERAL SYNOD, TO PREVENT A CLASH OF DEADLINES WITH HOLY WEEK**

**Proposer:** The Honorary Secretaries

*That standing Order 22 should be amended to read as follows:*

*‘22. Notice of motion for leave to bring in bills for specified purposes may be sent to the honorary secretaries of the Synod with the proposed bill at any time not less than one week before the day appointed for the opening of the session of the Synod, and shall appear on the Agenda for the first day of such session; **provided that any bill** which is lodged with the honorary secretaries not less than six weeks before the first day of the session **(excluding the period from Sunday next before Easter (Palm Sunday) to Easter Day inclusive)** shall be printed and sent to the members with the summonses.’*

**MOTION TO CHANGE THE STANDING ORDERS OF THE GENERAL SYNOD TO AMEND TIMINGS FOR REPORTS OF THE STANDING COMMITTEE AND THE REPRESENTATIVE BODY**

**Proposer:** The Honorary Secretaries

*That Standing Order 57 should be amended to replace the words ‘not less than two hours’ with the words ‘not less than one and a half hours’.*

## APPENDIX B

### THE CHURCH OF IRELAND CENTRE, DCU INSTITUTE OF EDUCATION

#### ADVISORY COUNCIL

#### REPORT TO THE GENERAL SYNOD 2024

#### MEMBERS

Members are shown with attendance figures for the two meetings held during 2023.

2	Most Rev John McDowell, Archbishop of Armagh	School patron (Chair)
2	Most Rev Dr Michael Jackson, Archbishop of Dublin	School patron
1	Rev Canon Gillian Wharton	Honorary Secretary and member of the General Synod Board of Education (RI)
0	Very Rev Niall Sloane*	Member of Board of Management of a Church of Ireland national school and of the General Synod Board of Education (RI)
2	Ms Joyce Perdue	National school principal
2	Ms Carolyn Good	National school principal from a small rural school
0	Ms Sarah Taylor†	Member of the RCB with financial or auditing expertise
2	Rev Canon Prof Leslie Francis	External academic expert
0	Prof Noel Purdy‡	External academic expert from the island of Ireland

#### IN ATTENDANCE

Rev Canon Prof Anne Lodge	Director, Church of Ireland Centre
Mr David Ritchie	Chief Officer, RCB and Secretary General
Ms Elaine Whitehouse	Secretary to the Advisory Council

#### INTRODUCTION

The Church of Ireland Centre (‘the Centre’) was established in 2016 within the Institute of Education at Dublin City University (DCU) to ensure that the distinctive identity and values of teacher education in the Church of Ireland / Reformed Christian traditions were maintained on an ongoing basis following the incorporation of the Church of Ireland College of Education (CICE) into DCU.

The incorporation process provided that the Centre be supported by an Advisory Council, appointed by the relevant Church authorities. Accordingly in 2016 the Standing Committee of the General Synod nominated the first members to the Council.

The Standing Committee in November 2021 reappointed the outgoing members of the Council for a five-year period.

In collaboration with the governing structures of DCU, the Council is responsible for the relationship of the Church of Ireland with the Centre.

\* appointed March 2024 in place of Rev Canon Brian O’Rourke (resigned 2023)

† appointed March 2024 in place of Mr Robert Neill (resigned 2023)

‡ appointed September 2023

The principal activities set out in the Council's terms of reference are to support the work of the Centre and its Director and staff in the training of students as teachers in national schools under Church of Ireland / Reformed Christian faith patronage, and to make recommendations to the Representative Church Body (RCB) as trustee of the Church of Ireland College of Education Fund Trust in relation to the Centre's annual budget and related allocations.

The June meeting in 2023 took place via videoconference, and the September meeting was based at All Hallows campus, DCU with a remote attendance facility provided for those who needed it.

Prof Anne Looney, Executive Dean, Institute of Education was invited to attend part of both meetings.

In June, Prof Looney gave the Council an update on the outcome of the review of the incorporation of St Patrick's College, Drumcondra (SPD), Mater Dei Institute of Education (MDI), and Church of Ireland College of Education (CICE) within DCU. The review was a five-year review that had been delayed due to the Covid-19 pandemic and had taken place in 2022. The process had involved meetings between the review panel and senior management, the Centres and other stakeholders. Ms Carolyn Good met with the review panel as the Archbishop of Armagh's nominee. The summary conclusion of the review was that the Incorporation Agreement was a success, and the review panel had complimented the denominational Centres. Prof Looney acknowledged the contribution of the staff of the Church of Ireland Centre and noted that, in addition to their specific areas of expertise, the credibility of the Centre was enhanced by their ability to represent both an Anglican perspective and an academic perspective. It was noted that the denominational Centres were well integrated within the University community, modelling the understanding of religion in the public sphere.

The Council heard that Rev Prof Anne Lodge, Director of the Church of Ireland Centre had launched two reports during the past year, one on the involvement of the international community in parishes in the Diocese of Dublin and Glendalough, and the other on the mission, ethos and values of Christ Church Cathedral.

In September the Council received a presentation from Dr Jacqui Wilkinson, lecturer in the Church of Ireland Centre, on her doctoral studies. Dr Wilkinson was awarded the degree of Doctor of Philosophy in the University of Leicester in 2022 for her research entitled 'The Ethos of the Church of Ireland primary school : The Student Voice'.

Further information on the work of the Centre during the year is included in the report of the General Synod Board of Education on page 218.

The Council received annual budget figures from the Director. A request for an allocation of €74,800.00 from the Church of Ireland College of Education Fund Trust in support of the work of the Centre in respect of the academic year 2023/2024 was recommended to the RB Executive Committee, acting on behalf of the Representative Body in its capacity as Trustee of the Fund Trust, and was approved (2022/2023: €66,121.49). The allocation from the Fund Trust is used to give bursaries and prizes to students, to support the provision of the teaching of religious education in the Centre and to support projects that further the Centre's ethos.

A vacancy in the membership of the Council arose during 2023 for a member of Board of Management of a Church of Ireland national school and of the General Synod Board of Education (RI), due to Rev Canon Brian O'Rourke no longer being a member of the General Synod Board of Education (RI). The Standing Committee in March 2024 appointed Very Rev Niall Sloane to this role. A second vacancy arose in September for a member of the RCB with financial or auditing expertise, following the resignation of Mr Robert Neill. The Standing Committee in March 2024 appointed Ms Sarah Taylor to this role. The Council is grateful to Canon O'Rourke and Mr Neill for their service. The Standing Committee in September 2023 appointed Prof Noel Purdy to the membership of the Council in the role of external academic expert from the island of Ireland.

**APPENDIX C**

**BISHOPS' APPEAL**

**REPORT 2024**

**Bishops' Appeal Committee**

Rt Rev Ferran Glenfield (Chair)  
Mrs Iris Sutor (Hon Sec)  
Rev John Ardis  
Ms Ruth Handy (Resigned September 2023)  
Rev Claire Henderson  
Mrs Claire Holmes  
Canon Jono Pierce  
Mrs Gillian Purser  
Very Rev Niall Sloane

**Education Advisor,**

Mrs Lydia Monds (to January 2023)  
Mrs Hilary McClay (from August 2023)

**Bishops' Appeal Diocesan Representatives**

Mr Geoffrey McMaster	– Dublin & Glendalough
Rev Ken Rue	– Dublin & Glendalough
Mrs Valerie Power	– Cashel, Ferns & Ossory
Mrs Gillian Purser	– Cashel, Ferns & Ossory
Mr Andrew Coleman	– Cork, Cloyne & Ross
Rev Jim Stephens	– Limerick & Killaloe
Vacant	– Tuam, Killala and Achonry
Vacant	– Clogher
Ms Jo Miller	– Derry & Raphoe
Rev Elaine O'Brien	– Connor
Vacant	– Armagh
Rev Albert Dawson	– Kilmore, Elphin & Ardagh
Rev William Steacy	– Meath and Kildare
Rev Cosmin Pascu	– Down and Dromore
Rev Geoff Hamilton	– Down and Dromore

**Executive Summary**

With support from Church of Ireland dioceses, parishes, and individuals, and in collaboration with key partner mission and development agencies, Bishops' Appeal funded crucial disaster relief responses, as well as longer term education, health, and agricultural community development programmes throughout the past year.

Key to our work was our continued response to the Ukraine Humanitarian Appeal, the emergency response to the humanitarian disaster in Turkey and Syria following the earthquake in February, to the floods in Libya, an earthquake in Morocco and the situation in Gaza and the Middle East, which became the focus of our Advent and Christmas Appeal.

**Emergency Appeals**

Bishops' Appeal would like to extend our heartfelt gratitude to all those who donated to support the Humanitarian Appeal following the Earthquake in February 2023 impacting large parts of Syria and Turkey, the ongoing support for the Ukraine Humanitarian Appeal, and the Advent and Christmas Appeal 2023 for those impacted by the situation in Gaza and to support displaced people within the region particularly in Lebanon. There was an incredible wave of response, to date raising € 221,555 and £29,778 for the Earthquake

victims, €19,851 and £12,148 for those impacted by the floods in Libya, €6,702 and £3,641 to support those impacted by the war in Gaza and across the middle East (*funds received by the end of December 2023*). There was also ongoing funds raised for those impacted by the conflict in Ukraine raising €6,417 and £9,295 for refugees who had fled to Poland, Romania, and Hungary, as well as for people internally displaced within the Ukraine, which among other support provided stoves to provide heat and cooking facilities through Habitat partners in the region.

In order to successfully facilitate these various large appeals, we are dependent upon and so grateful to the RCB Finance department, who support us in the processing of cheques, the allocating and releasing of funds, and the issuing of receipts.

### **Parish Donations & Legacies**

Over the past number of years, and conscious of the cost-of-living crisis of the past few years and the strain that has put on peoples' finances, we have been heartened by those digging deep and giving even when things were difficult. It has enabled us to support vital work in some of the most vulnerable communities worldwide. The receipt of legacies are humbly and gratefully received and used in a way that honours the life and memory of those who give.

### **Vital Projects funded through donations and legacies – a sample**

- 'I AM A GIRL' education and sanitation programme encouraging and enabling girls to attend school in Uganda through Fields of Life.
- In partnership with Habitat for Humanity Bishops' Appeal was able to supply 250 wood burning stoves to people in Ukraine whose home have be damaged in the conflict, providing them with heat as well as a way to cook.
- Acacia and Fig Tree nurseries being established in 12 villages in Tanzania, through a grant to Feed the Minds.
- Supporting young mothers whose very young babies have extended time in ICUs in Chile through SAMS, providing training to allow the new mothers to be with their children at home at this critical stage and helping provide ways of providing other financial income.
- Supporting farmers in Malawi through Christian Aid out of extreme poverty by helping them develop sustainable livelihoods and increase their financial and nutritional resilience.
- A project partnering with The Leprosy Mission to improve the health, wellbeing, social inclusion & financial resilience of people in Bangladesh from remote, forgotten, 'leprosy hotspots' of extreme poverty which have some of the world's highest leprosy rates, leaving thousands of people at risk of a lifetime of intense suffering, disability & exclusion.

### **Advent and Christmas Appeal 2023**

In response to the crisis in the Middle East Bishops' Appeal launched an appeal to support those displaced people fleeing Gaza into Lebanon working with Tearfund partners locally, as well as raising funds for the Al -Ahli Hospital operated by the Diocese of Jerusalem, to help with the cost of replacing equipment and supplies that have been destroyed in the conflict.

### **New Diocesan Link Projects**

The Bishop's Peregrination around the parishes of Limerick and Tuam saw Bishop Michael Burrows visiting every church in the dioceses, raising funds and raising awareness about two worthwhile projects;

1. A Mothers' Union literacy project in Burundi which not only provides local women with essential skills to flourish in daily life, but also enables participants to read their bibles themselves.
2. A Feed the Minds project in Madagascar, supporting people affected by climate change to build sustainable silk production businesses rather than further eroding the natural resources.

### **Parish Donations & Legacies**

Over the past number of years, we have been heartened by those digging deep and giving even when things were difficult. It has enabled us to support vital work in some of the most vulnerable communities worldwide. Any gap in donations during Covid was filled through the receipt of legacies, which are humbly and gratefully received and used in a way that honours the life and memory of those who give.

### **Thank You**

Bishops' Appeal wishes to thank the RCB Finance Department for their continued support. The Appeal is extremely grateful to all the agencies who partner with the Church, who reach out to communities around the world. Listening to their needs and providing the necessary support and kinship to those in need. Our thanks to the hard-working committee and diocesan representatives of past and present.

Special thanks must be given to Ms Lydia Monds, who stepped down from her role as Education Advisor at the end of 2023 after 12 years with Bishops' Appeal. Lydia's passion for helping others and her dedication to her role and to aiding the wider work of Bishops' Appeal cannot be overstated. Our prayers and good wishes go with her to her new position within the Ministry for Healing. Bishops' Appeal is also very grateful to Mr Stuart Wilson from the RCB who supported the work of the committee in the gap between Education Advisors being in post.

Finally, Bishops' Appeal expresses heartfelt gratitude to all those across the Church of Ireland, individuals, parishes, dioceses and central structures for their generosity and continuing support.



**BISHOPS' APPEAL ACCOUNT 2023**

**INCOME & EXPENDITURE ACCOUNT** Year ended 31 December

	2023 €	2022 €
<b>INCOME</b>		
Contributions	678,856	839,112
Deposit Interest	10,350	609
Sterling translation loss/gain	1,139	-
Tax refunds	15,783	12,506
	<u>706,128</u>	<u>852,227</u>
<b>EXPENSES</b>		
Administration Expenses & Salaries	20,340	39,828
	<u>20,340</u>	<u>39,828</u>
<b>OPERATING SURPLUS FOR YEAR</b>	<u>685,788</u>	<u>812,399</u>
Grants Paid	527,814	788,704
Surplus for the year	<u><u>157,974</u></u>	<u><u>23,695</u></u>

**BISHOPS' APPEAL ACCOUNT 2023**

**BALANCE SHEET**

Year ended 31 December

	2023 €	2022 €
<b>CURRENT ASSETS</b>		
Cash at Bank	587,704	-
Cash held by the RCB	42,008	465,422
Debtors	27,262	33,578
	<u>656,974</u>	<u>499,000</u>
Total Net Assets	<u>656,974</u>	<u>499,000</u>
 <b>FUNDS EMPLOYED</b>		
Balance at 1 January	499,000	475,305
Surplus for the year	157,974	23,695
	<u>656,974</u>	<u>499,000</u>

**THE CHURCH OF IRELAND BISHOPS' APPEAL**  
**REPORT OF THE INDEPENDENT AUDITORS**

**INDEPENDENT AUDITORS' REPORT TO THE CHURCH OF IRELAND BISHOPS' APPEAL**

**BISHOPS' APPEAL CONTRIBUTIONS**

	2023		2022	
	Stg£	€	Stg£	€
ARMAGH	36,488	5,152	49,218	1,000
CLOGHER	26,604	3,205	18,973	1,306
CONNOR	40,844	-	43,696	550
DERRY & RAPHOE	34,255	10,478	36,220	19,227
DOWN & DROMORE	76,927	-	119,390	-
KILMORE, ELPHIN & ARDAGH	321	13,155	731	33,164
CASHEL, FERNS & OSSORY	-	47,899	-	26,643
CORK, CLOYNE & ROSS	-	30,773	-	16,964
DUBLIN & GLENDALOUGH	-	84,965	-	108,871
TUAM, LIMERICK & KILLALOE	-	77,387	-	-
LIMERICK, KILLALOE & ARDFERT		-		30,924
TUAM, KILLALA & ACHONRY		-		9,100
MEATH & KILDARE	-	21,933	-	7,740
OTHER	55,957	70,843	36,928	239,560
TOTALS	271,39	365,790	305,156	494,419
	6			
TOTALS IN EURO		678,856		839,112

**BISHOPS' APPEAL GRANTS PAID**

TYPE OF DEVELOPMENT	2023	2022
	€	€
Disaster Relief	353,243	620,950
Health & Medical	37,028	53,633
Education/Communications	97,543	64,210
Rural Development		
	<u>40,000</u>	<u>49,911</u>
Totals	527,814	788,704
DEVELOPMENT AGENCY		
Christian Aid	325,980	303,117
Tearfund	53,920	108,858
Fields of Life	31,438	-
Gorta	29,667	-
CMSI	15,850	12,337
Feed the Minds	11,535	27,109
Motivation	11,535	-
Habitat for humanity Northern Ireland	11,655	216,732
International Justice Mission UK	11,535	-
Others	<u>24,699</u>	<u>120,551</u>
Totals	527,814	788,704

**BISHOPS' APPEAL GRANTS PAID**

<b>GEOGRAPHICAL LOCATION</b>		
<b><i>AFRICA - € 116,214; Stg£ 35,000;</i></b>		
<b>Project</b>	<b>Location</b>	<b>Agency</b>
Tearfund Ethiopia	Ethiopia	Tearfund
Self Help Africa Kenya	Kenya	Self Help Africa
Christian Aid Libya Emergency	Libya	Christian Aid
Christian Aid Malawi	Malawi	Christian Aid
Open Doors Disaster Relief Morocco	Morocco	Open Doors
Christian Aid South Sudan Vocation Training	South Sudan	Christian Aid
Fields of Life I am a Girl	Uganda	Fields of Life
Fields of Life Water	Uganda	Fields of Life
Motivation Charitable Trust	Uganda	Motivation Charitable Trust
Self Help Africa	Gambia	Gorta Self Help Africa
<b><i>ASIA - € 269,521; Stg £ 37,747;</i></b>		
The Leprosy Mission	Bangladesh	The Leprosy Mission
Feed the Minds	Pakistan	Feed the Minds
Lent Appeal	Jordan	Tearfund
Child Welfare Cambodia	Cambodia	Tearfund
<b><i>EUROPE - € 9,357; Stg £ 15,464;</i></b>		
Christian Aid Ukraine Appeal	Ukraine	Christian Aid
Tearfund Ukraine	Ukraine	Tearfund
Habitat For Humanity Ukraine Appeal	Ukraine	Habitat For Humanity
CMSI Lental Resource	UK	Church Mission Society Ireland
Turkey and Syria Disaster Relief	Syria	Christian Aid
Mother's Union Domestic Abuse	Ireland	The Mother's Union All Ireland
<b><i>SOUTH AMERICA - Stg£ 26,846;</i></b>		
Christian Aid Down Honduras	Honduras	Christian Aid
IJM Supporting Survivors	Peru	Internation Justice Mission
SAMS Friendship with Barriers	Chile	South American Mission Society



# ***Independent auditors' report to the Advisory Committee of Church of Ireland Bishop's Appeal***

## **Report on the audit of the non-statutory financial statements**

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### **Opinion**

In our opinion, the Church of Ireland Bishops' Appeal's non-statutory financial statements (the "financial statements") for the year ended 31 December 2023 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies in the Accounting Policies.

We have audited the financial statements, which comprise:

- the balance sheet as at 31 December 2023;
- the statement of total return for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

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### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)"). Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Independence*

We remained independent of the Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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### **Emphasis of matter - Basis of preparation**

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

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### **Conclusions relating to going concern**

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Trust's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the Advisory Committee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the Trust's ability to continue as a going concern.

Our responsibilities and the responsibilities of the Advisory Committee with respect to going concern are described in the relevant sections of this report.

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## **Reporting on other information**

The other information comprises all of the information in the Report and Financial Statements other than the financial statements and our auditors' report thereon. The Advisory Committee is responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion on, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

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## **Responsibilities for the financial statements and the audit**

### *Responsibilities of the Advisory Committee for the financial statements*

As explained more fully in the Advisory Committee's Responsibilities Statement set out on page 4, the Advisory Committee are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation and accounting policies in the Accounting Policies and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

The Advisory Committee is also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Advisory Committee is responsible for assessing the Advisory Committee's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the Advisory Committee either intend to liquidate the Trust or to cease operations or have no realistic alternative but to do so.

### *Auditors' responsibilities for the audit of the financial statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

[https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf)

This description forms part of our auditors' report.



*Use of this report*

This report, including the opinion, has been prepared for and only for the Advisory Committee 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 Trust, save where expressly agreed by our prior consent in writing.

*PricewaterhouseCoopers*

PricewaterhouseCoopers  
Chartered Accountants  
Dublin  
19 March 2024



**Appendix Di**

**Board for Ministry with Children & Families**

**Report to General Synod 2024**

**Membership**

Rt Rev George Davison (Bishop of Connor) (Chair)

Dr Peter Hammill (Secretary)

Ms Carolyn Good

Mrs Lynn Storey

Mrs Kirsty McCartney

Rev Catherine Simpson

Rev Canon Jennifer McWhirter

Very Rev Niall Sloane

Ven Ruth Elmes

Rev Julie Bell

Miss Julie Currie



Church of Ireland ✚  
Board for Ministry *with*  
Children & Families

# IMPACT

# REPORT

# 2021-2023

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# THE STORY SO FAR



Church of Ireland ✝  
Board for Ministry with  
Children & Families

## OUR MISSION

Children's and Family Ministry exists to equip, resource and advocate for the increased welcome, enhanced inclusion and full participation of children and their families in the whole life of the Church.

## OUR TARGETS

In 2019 a Strategy Document for the Board for Ministry with Children and Families was written, in which three clear targets were outlined for the new Board. These were:

- Increased number of volunteers accessing centrally provided resources
- Tailored supports and resources to specific contexts (urban, rural, size of venue, etc)
- Improved communication structure to volunteers and staff working in CFM.

Through this report you will see how these targets have not only been met, but indeed have been exceeded.

## OUR STORY

After the successful formation of the Board, Chaired by Rt Rev. George Davison, Bishop of Connor, with Dr Peter Hamill as Secretary, the Strategy Document was written and funding secured for an initial three year period in 2019.

Mrs Rachael Murphy was appointed as full time Development Officer in January 2021. Since her appointment she has produced a wide range of resources, established a strong online presence, facilitated numerous training workshops, and built up a strong network of Diocesan Reps with whom she has worked closely to ensure the variety of needs in each Diocese are met.

**"I FEEL MORE CONNECTED  
TO A COMMUNITY OF  
CHILDREN'S MINISTRY  
WORKERS. I HADN'T EVEN  
REALISED I WAS FEELING  
SO ISOLATED UNTIL I  
WASN'T ANYMORE."**

*Quote from one participant following a  
BCFM training workshop in 2022*

# FEEDBACK 2022-23

## **Evaluation quote from online workshop 2023**

*Encouraging and so well presented, Rachael. Thank you! I wish I could have connected to this group years ago.*

## **Evaluation from workshop 2022**

*Its good not to feel alone and forgotten*

## **Feedback from Rt Rev. Michael Burrows. Bishop of Tuam, Limerick & Kilaloe**

*"I can personally testify to the importance and fruitfulness of the new emphasis on resourcing and empowering children's / family ministry and the specific role of Rachael Murphy. She has been a welcome visitor to our diocesan clergy conference and to a gathering of teachers from all the primary schools of which I am patron. Radiating enthusiasm and displaying a real mastery of her brief, she has sent people away with a new sense of what can actually be done especially in small rural parishes with limited resources scattered across a large area. Those who strive to work with children in such settings no longer feel they are on their own. She has responded promptly and imaginatively to requests for support that derive from our specific context ... most notably and wondrously providing an app which assists work with children who live on farms, whose daily talk is of tractors and farm animals, so that they can connect childhood on the farm with growth in faith. In TLK we are convinced that over time Rachael's work will make a real difference 'on the ground' and we express our thanks to those in the wider church have made a priority of this initiative "*

## **Feedback from a parish volunteer in Derry & Raphoe 2022**

*A great new resource to the Church of Ireland*

## **Evaluation from online workshop 2023**

*A great session. Rachael was a great host and very professional. I was made aware of a body of work and resource I was completely unaware of despite being a regular church attender within ROI.*

Below you can read a selection of quotes taken from the feedback given to training workshops, those who have used the BCFM resources and leaders who have interacted with the Board since its formation. They give a taste of both the individual and corporate impact the Board has had to date.

## **Email from Wendy Jenkins. Down & Dromore**

*Rachael,  
Thanks so much for creating this pack. We are going to introduce Bible Buddies to our Sunday School and Messy Church children in September. This will be a great starting pack.*

*It was after speaking to you at General Synod that we decided to introduce Bible Buddies. So thanks, once again, for all your work in producing the resources.*

## **Feedback from Rev. Abby Sines. Cork.**

*I have greatly appreciated the resources and training that have been provided by the Board for Ministry with Children and Families. Rachael has produced wonderful resources and suggestions for encouraging families in connecting what takes place on Sunday mornings with nurturing faith at home, and in particular the creativity and engaging nature of the Bible Buddies programme.*

## **Feedback from a Diocesan Rep following the residential retreat and training 2022**

*You're doing amazing things Rachael and I am SO grateful for all your support and encouragement. I'd love to see a yearly retreat facilitated - not just for training but for time away to reflect, pray & plan.*

## **Feedback from Zoe Hill, a fulltime CFM minister in Holy Trinity, Dublin & Glendaloch**

*The Board for Ministry with Children and Families is a key source of encouragement to me as I seek to inspire families & children in my parish to love God in a fresh way.*

*Whether equipping and resourcing us with new materials and ideas to raise faith, or connecting us with other volunteers & leaders - we have felt valued and supported! A particular highlight was the training retreat organised by CFM which was such a blessing to me on a personal level, but which also gave me valuable skills and enabled me to use these skills to bless other leaders & also the children and families that I minister to.*

# TRAINING DELIVERY



During the course of the last 18 months BCFM has delivered a number of training workshops both online and in person. Participants range from lay volunteers to full time CFM Parish/Diocesan staff and Clergy.

All training delivered is based on needs assessments or direct requests, and evaluations have been gathered at the end of each training. In addition we have delivered Diocesan Networking days in 3 diocese with more planned in 2024 along with further training workshops. Alongside the workshops listed below we also have Volunteer Recruitment & Retention training and we will be launching Youth Mental Health First Aid in partnership with CIYD.

## TOPIC, LOCATION & DATE

## PARTICIPANTS

## AREAS COVERED

BCFM Retreat & Training. 3 days  
Portarlington.  
November 2022

CFM Rep from every  
Diocese. Total: 12  
people.

- How to build CFM networks in each diocese
- Responding to the challenge.
- Out of The Box Storytelling Method

Reigniting Children & Families Ministry.  
Online.  
May 2023

Lay CFM  
volunteers/staff & Clergy  
Total 78 registrations.

- What has changed in society?
- How do we meet that change?
- Practical ideas to reconnect with families

Summer SwapShop  
Online  
June 2023

Lay CFM  
volunteers/staff & Clergy  
Total 52 registrations.

- Why it's important to stay connected during the summer holidays?
- Practical ideas/resources

Building connections with local schools.  
Online  
September 2023

Lay CFM  
volunteers/staff & Clergy  
Total 50 registrations.

- Why connect with schools?
- Mutual benefits & boundaries
- Practical ideas/resources

Our Welcome to Children & Families  
Cork. CCR diocese  
October 2023

Lay CFM  
volunteers/staff & Clergy  
Total 38 in person

- Viewing Church from a new perspective
- Practical ideas & resources
- Networking in diocese

Teacher Connection  
Limerick. TLK diocese  
June 2023

Teachers from across the diocese.  
Total 40 in person

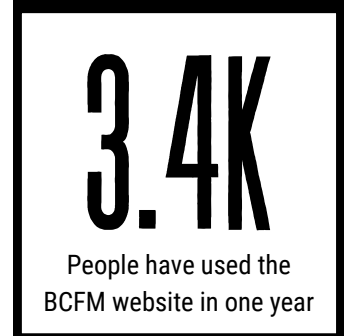
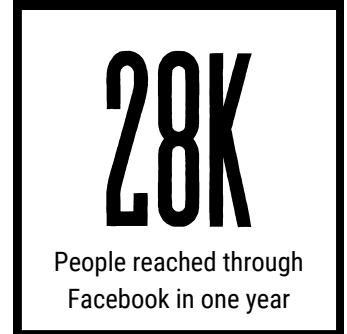
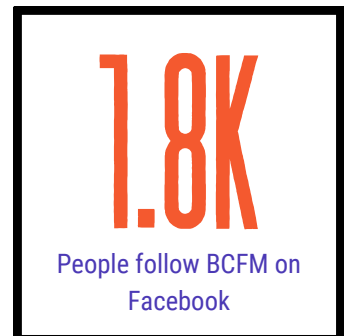
- Who is BCFM?
- How we can support schools?
- Resources

One of the first tasks undertaken was to create a strong online presence via social media, building up the network and extending our reach. A significant challenge had been identified early on that it was difficult to communicate directly with those involved in Children and Families Ministry, as emails and letters often got stuck in Clergy inboxes and were not passed on, so we sought to navigate around this issue initially via our online activity - Facebook and Instagram. This has proven to be highly effective. The second step was to create a user friendly website that was bright, easy to negotiate and packed with resources and training. This was achieved early in 2022 and both social media and website traffic has seen continued growth as you will see below.

# DIGITAL PRESENCE STATISTICS & GROWTH



1.6k Likes & 1.8k Followers on Facebook





# 300

Subscribers to our  
Newsletter

# COMMUNICATION

## Quarterly Newsletter

CHILDREN & FAMILIES MINISTRY NEWSLETTER

# SUMMER



  
**Staying  
connected  
through the  
Summer**



[www.cfm.ireland.anglican.org](http://www.cfm.ireland.anglican.org)

CHILDREN & FAMILIES MINISTRY NEWSLETTER

# AUTUMN



*Farm Fun  
Curriculum*

*Autumnal  
Ideas*

*Light  
Parties*

[www.cfm.ireland.anglican.org](http://www.cfm.ireland.anglican.org)

CHILDREN & FAMILIES MINISTRY NEWSLETTER

# SPRING



*We produce a quarterly Newsletter which has relevant craft, game, and discussion ideas as well as upcoming trainings for the season. The uptake of the Newsletter has more than doubled since 2021 and now reaches close to 500 people.*

*We have over 300 people on our subscription list which is linked from the website, the newsletter is then also sent out via our Diocesan Reps to their networks, as well as being offered as a download from our social media platforms. This does not account then for those sharing the links with members of their own parishes.*



# RESOURCES

During the past 18 months we have created **over 20 resources** for use in a variety of settings: Sunday clubs, Intergenerational Services, Families at home, Toddler groups etc. Each resource has been well received and used by many churches across the island of Ireland.

On this page you can see a snapshot of the most popular resources.



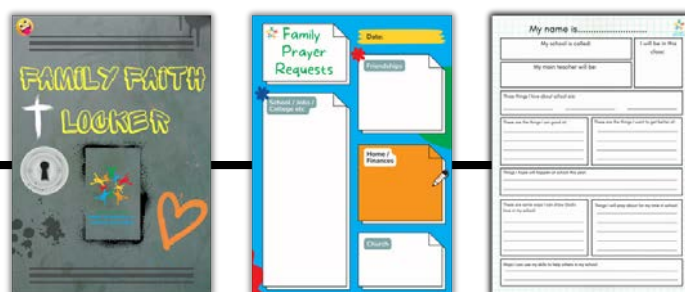
Heroes of Faith Bible Buddy Packs given as part of a Messy Church session in St Dorothea's, Gilnahirk, Down and Dromore

## Bible Buddy Packs.

The Bible Buddy resource was created to encourage families to read the Bible together. Parishes purchase small teddies that are all different and run an adoption day, where Children choose a teddy to be their Bible Buddy. The child receives: A certificate of adoption on which they name their buddy; A care guide which explains how to look after their buddy - taking it with them on adventures, loving it and most importantly to help their buddy grow strong they feed it by reading the Bible. They also receive a reading pack based on their reading level. The main pack has passages from the International Children's Bible and the Easy Reader pack is taken from the Big Bible Story book. After each passage there are "wondering" questions which encourage children to reflect on the passage and find ways it might apply to their lives today - this is not a comprehension test but a way to help them see how relevant the Bible is to their everyday life. They can then choose to write or draw their thoughts and chat with their parent/carer if they wish. There are currently 4 packs: a generic pack for anytime of the year, a pack for Christmas, one for Easter and a Heroes of Faith pack. In addition we also have an app so that parents/carers can access all the packs any time without printing.

The 'Farming Faith' curriculum materials are shown. On the left is the cover page with the title 'FARMING FAITH' and '4 SESSIONS OF AG FOCUSED FAITH FILLED FUN'. In the middle is a 'TABLE OF CONTENTS' page listing 'MACHINES', 'BEEF', 'TILLAGE', and 'SHEEP'. On the right is a lesson page for 'Tillage' with sections for 'KEY PASSAGE', 'KEY VERSE', and 'KEY MESSAGE'.

**Farming Faith** is a 4 part curriculum designed specifically with rural parishes in mind. There are 4 lessons which can be used either for Sunday Clubs, at home, in school or as part of a messy church / intergen service. The lessons focus on: Tillage, Beef, Sheep & Machines and how each of these areas of farming life can teach us more about God and faith.



**Family Faith Locker:** This is a resource for families to use at the start of term and includes an intergenerational service for parishes based on the Blessing of the Back Packs.

Based on the idea of the school locker and how it starts the year empty with everything shiny and new. Then through the course of the year, we fill it full of the things we have learnt and the "stuff of growth" By the end of the year when we come to empty our lockers we discover memories that show how much we've grown and changed through the year. We get to look back at important lessons and moments of challenge. In the same way, we encourage you to create a family faith locker where you make a box and use some of the resources in the pack to help capture how you have all started the school year, the things you have concerns about, prayer requests and answers to prayer. By the end of the school year as the summer holidays start you can sit together and look back at all that God has done in your lives this year - chat it through and laugh about the things you've made and memories made.

# FUTURE VISION



Church of Ireland ✚  
Board for Ministry *with*  
Children & Families

## BUILD, STRENGTHEN, EQUIP & ENCOURAGE

In its short time, the Board for Ministry with Children and Families (BCFM) has made a significant impact. By shifting the focus from a generalised “youth and children's work” approach to one that centres specifically on children and families, BCFM has proven that this approach is both valuable and effective.

Though there may be some overlap with youth work, children and families ministry presents unique challenges and requires specific skill sets. As we move forward, we plan to build upon the foundation laid by the Sunday School Society and BCFM, and meet the evolving needs of today's families and children.

To achieve this goal, we are developing child-friendly versions of essential resources, such as the Book of Common Prayer. Additionally, we have applied for funding to create a “pick up and go” resource, which will enable smaller parishes to host relevant intergenerational services that cater for their local communities and families.

We will continue to create new resources and increase the number of training workshops provided. The effectiveness of the Diocesan Reps network will continue to be developed thus creating opportunities for identifying and responding to regional challenges.

Our goals also include hosting a significant conference for Children and Families Ministry that is accessible to the entire island of Ireland. Typically, these conferences take place overseas, so it's crucial to provide opportunities for our parishes to access high-quality conferences without the challenge of overseas travel.

Additionally, we aim to develop a resource that inspires families without any church connections to explore the diverse range of worship styles in the Church of Ireland. The hope is for this to be a multi-media resource that can be accessed online and through schools, libraries and community centres.

Whilst resourcing and training are key components of this national ministry, the greatest impact our work to date has achieved is the encouragement and acknowledgement of the devotion, work and energy of Children and Family Ministry volunteers throughout the Church of Ireland. This is one area of ministry that can feel very isolated and forgotten. As has been heard countless times in our trainings and evaluations “it is good not to feel alone and forgotten”.

## APPENDIX E

### CENTRAL COMMUNICATIONS BOARD

#### REPORT 2024

#### MEMBERSHIP

Most Rev Pat Storey (Chair)	House of Bishops
Rev Ruth Elmes	Standing Committee
Rev Canon Gillian Wharton	Honorary Secretary, General Synod
Canon Dr Kenneth Milne	Chair, Literature Committee
Dr Raymond Refaüssé	Honorary Secretary, Literature Committee
Mr David Ritchie	Chief Officer, Representative Church Body
Mrs Janet Maxwell	Head of Synod Services & Communications
Ven Dr Stephen McBride	Representative Body
Very Rev Nigel Dunne	Representative Body
Rev Alan Ruffli	Liturgical Advisory Committee
Rev Anna Williams	Standing Committee*
Mr Roger Childs	Standing Committee*

\*Co-option for gender, regional and other balance.

#### *In attendance:*

Mr Peter Cheney	Press Officer
Mrs Lynn Glanville	Dublin & Glendalough Communications Officer

#### TERMS OF REFERENCE

- Initiate policy in relation to the communications strategy of the Church;
- Establish and co-ordinate the work of the sub-committees;
- Advise and support staff dealing with communications;
- Recommend and seek funding for communications projects for the benefit of the Church;
- Examine recommendations from the Literature Committee for support from the General Synod Royalties Fund;
- Identify training needs among church communications staff and volunteers, providing training where possible;
- Report annually to the General Synod.

#### SUMMARY – MAJOR OUTCOMES FOR 2023/4

- The Allocations Committee of the RB agreed to relieve financial strain on the Royalties Fund, which has become depleted in recent years, and to allow income from supply of liturgical materials to parishes to reaccumulate.
- Reprint of the *Church Hymnal* (Pew/Large Print) Edition with purchase of stock of Full Music *Church Hymnal* to ensure supply for parishes.
- Review of the Church of Ireland website and progress on improved structure and design.

## **GENERAL SYNOD ROYALTIES FUND & PUBLICATIONS**

As reported in the report of the Literature Committee, the various projects supported by the General Synod Royalties Fund in the last 15 years, while supporting the publication of a significant body of materials for the benefit of the Church of Ireland, have also seen the capital in the fund significantly depleted.

Following a detailed analysis of the fund over the 15-year period since 2008 by the Board, a report was made to the RB Executive Committee, and it was subsequently agreed that allocations from the Fund should be postponed for a period to allow the Fund to recover and that the RB would offer support through the Allocations Committee to enable essential publishing projects to be supported.

A new protocol was agreed whereby applications for funding would continue to be recommended by the Literature Committee to the CCB and, if approved, would then be referred to the Chair of the Allocations Committee. The Board would like to express its thanks to the Allocations Committee for its assistance. The protocol will ensure that the arrangement will operate smoothly and allow the Church to produce resources that are regarded as essential to support the life of the Church.

During the year, the Large Print (Pew) Edition of the *Church Hymnal* was reprinted, and the Church also purchased a substantial number of the *Church Hymnal* Full Music Edition so that a secure supply of both publications would continue to be available to parishes. The last reprint of the Pew Edition was more than a decade ago and, unfortunately, inflation in the intervening period means that the price has increased substantially as has the price of the Full Music edition.

## **PRESS OFFICE**

Some of the key stories covered this year included the Primate's attendance and participation in the Coronation, the subsequent visit by King Charles and Queen Camilla to Armagh, the all-island MindMattersCOI conference, the Brigid 1500 initiative, and the Church's responses – in word, prayer, and support for humanitarian relief – to the conflict in the Middle East. The development of Pioneer Ministry and an increased focus on encouraging vocations emerged as two medium-term themes for which dedicated support will continue throughout the coming year.

The Press Officer had the opportunity to attend and take part in the Westminster Media Forum's conference on the Media Bill and the future of public service broadcasting in London in April 2023. Speakers shared a detailed insight into how policy is changing to reflect a media landscape transformed since the Communications Act 2003. Interestingly, broadcast viewing is still far ahead of on-demand services, accounting for 72% of TV set use, and radio listening also remains robust.

However, most broadcasters' revenue has been relatively static since 2012 and the BBC's licence fee income has decreased by 30% since then. The media market is increasingly moving from national distribution of channels to a world of global distribution and content discovery but there is still national demand for free and original UK public service broadcasting content; this includes a continued place for broadcast religious services – as programming should serve the community in its widest sense, and not the market.

In the course of the year, the Press Office alongside colleagues in the Board of Education, Safeguarding Board and Church of Ireland Youth Department moved from Church of Ireland House, Belfast, to new premises at 18-22 Hill Street, also in the Cathedral Quarter. The Board has recorded its thanks to the Belfast central church staff team and the Representative Church Body for completing this move in a short timeframe, during which functions continued without interruption.



The Press Office welcomed additional support provided by Anglewise Communications which led to the launch of the *Inspiring angles* video series, sharing more human-interest stories from around the Church. All videos are available at [www.youtube.com/churchofireland](http://www.youtube.com/churchofireland)

Our email and social media content continues to reach a large audience – with 4,100 subscribers to the e-bulletin, and 10,000 followers on Facebook, 6,200 on Twitter, and 2,100 on Instagram. The Church’s *Daily Worship* app – with liturgy and Bible readings from the Lectionary for every day of the year – has reached 1,300 sales, and we encourage clergy and lay people to purchase it to help with personal devotion and preparing for public worship. Find out more at [www.ireland.anglican.org/dailyworshipapp](http://www.ireland.anglican.org/dailyworshipapp)

Digital media, though, does tend to reach readers for a shorter time than print, which continues to provide readers with a tangible record and clear points of reference for how church life develops over time. We are grateful for all who share their creativity and commitment in producing newsletters and magazines, which we celebrated in the print media competition ahead of General Synod 2023.

## **TRAINING**

Two gatherings for Diocesan Communications Officers were organised, in Rostrevor in June and in Dublin in August, providing opportunities for networking and sharing ideas, including increased use of social media tagging to improve readership for online content. A media training day for archdeacons in the West of Ireland followed in September, with a similar event taking place in Belfast for northern archdeacons in February.

Guidance on copyright and photography was issued to parishes via dioceses, and the Press Office is reviewing resources with a view to providing training on copyright issues. Parishes are reminded that the Canva Pro graphic design platform is available free of charge to registered charities in the UK and Ireland, and can help to avoid the unintentional infringement of copyright when sourcing photos for online content.

## **CHURCH OF IRELAND WEBSITE**

The Church of Ireland website – [www.ireland.anglican.org](http://www.ireland.anglican.org) – has added a considerable number of new resources in recent years, the most significant of which is the Parish Resources section. However, the world of IT is constantly changing and there is a need to look at the overall technical structure of the website, its purpose in the life of the Church and to what extent it can become more effective, and the resourcing needed to achieve all of these outcomes in an effective way.

There is currently a mixed pattern of sections that are either internally managed in terms of content either by central church departments or by committee volunteers or situated on external sites with links from the main site taking visitors to the relevant pages. Editorial changes resulting from the 2023 website review are continuing, and progress has included the development of a new Environmental Sustainability section in Parish Resources and integrating the Chaplaincy Accreditation Board’s content into the main website.

A further review of the website will be brought forward to the Board for consideration during 2024 with a proposal for further changes to be made later in 2024 or in early 2025.

## **BROADCASTING – RTÉ**

2023 was largely overshadowed at RTÉ by revelations about failures of governance that led to an under-declaration of the earnings of presenter Ryan Tubridy; a stage show (*Late Late Toy Show the Musical*) which was commissioned without proper risk assessment or board approval and made enormous losses; and a voluntary exit scheme that led to the payment of substantial packages to individuals whose posts were not redundant. Investigations into these events, which have shaken the trust of the public and RTÉ staff and stakeholders, have already led to the resignation of the former Director-General, Chief Financial Officer, Director of Strategy, and Director of Legal Affairs.

The organisation's revenue has also been severely hit by reduced licence fee collection, prompting a review of RTÉ's funding mechanism by the end of 2024. In the meantime, the new Director-General has proposed a four-year strategy involving 400 voluntary redundancies from a staff of 1,800; a 50% increase in commissioned output; and greater regionalisation. These proposals await Government approval.

Against this backdrop, the Commissioning Editor of Religious Content, Mr Roger Childs, still maintained a year-round programme of Christian worship on TV and radio – on Sundays and major feast days – as well as streamed daily Masses and Services on the RTÉ News Channel. Amongst the Anglican contributors in 2023 were groups from St Brigid's, Knocklyon (St Brigid's Day and 1500th anniversary); Christ Church, Derry; Baltinglass (Gaeilge); St Patrick's Cathedral, Dublin; Aughrim (climate change); Dawson Street, Dublin (300th anniversary); St Andrew's, Lucan (bicentenary); and St Canice's Cathedral, Kilkenny.

St Brigid's Cathedral, Kildare, featured in a successful documentary, *Finding Brigid*, in which Bishop Pat Storey was interviewed. It was also the setting for an episode of *The Meaning of Life*, with Adi Roche. Bishop Trevor Williams was one of a multi-denominational group who put together a special Service in studio on Holy Thursday to mark the 25th anniversary of the Good Friday Agreement, in March. That anniversary was also the peg for *The Secret Peacemaker* – an ambitious drama-documentary, co-commissioned with BBC Northern Ireland, examining the role of Fr Alec Reid in engineering the Northern Ireland peace process. Once again, Archbishop John McDowell delivered a Christmas message on TV and radio alongside his Catholic counterpart, Archbishop Eamon Martin.

Despite financial constraints, 2023 saw several new religious series. *A Ring and A Prayer* was a six-part commissioned series (from Esras Films), which explored interfaith and intercultural marriages in a peak-time pre-watershed slot; *Donal's Feasts, Fasts & Festivals* (from Appetite TV) saw TV chef Donal Skehan immersing himself in the food traditions of six minority faith communities; *Life & Soul* was an in-house series of half-hour documentaries; and *Witness* was a new, commissioned radio magazine, presented by TCD Religious Professor, Siobhán Garrigan. It replaced the previous in-house series *The Leap of Faith*. Sadly, one casualty of cutbacks was the annual Christmas Carols TV show, although that will return in 2024. In the meantime, the Festival of Nine Lessons and Carols was broadcast as usual on Radio 1 on Christmas Eve, one of RTÉ's longest-running broadcasting traditions.

### **BROADCASTING – BBC NI**

BBC Radio Ulster continues to broadcast *Morning Service* each Sunday with six of these each year also transmitted as *Sunday Worship* on BBC Radio 4. These are produced for BBC Northern Ireland by Blackthorn Productions which is also responsible for six *Daily Services* and eight series of *Prayer of the Day*, both on Radio 4. The majority of services are outside broadcasts from congregations, mainly from the three largest Christian denominations.

During Covid restrictions on worship, in order to continue broadcasting services, the BBC essentially had one person presenting the service with a socially distanced reader and recorded music. These were generally appreciated, possibly because they allowed a theme to be explored in more depth than would be possible in a 'normal' service. During the year 2023, Radio Ulster broadcast ten services in that format.

Radio Ulster also broadcasts *Thoughts for the Day* each week day morning and *Sunday Sequence*, which continues to explore a wide range of subjects.

## LITERATURE COMMITTEE

### MEMBERSHIP

Dr Kenneth Milne (Chairman)  
Canon Peter K McDowell  
Ven Richard B Rountree  
Rev Kenneth G Rue  
Rev Bernard Treacy OP  
Dr Raymond Refaussé (Honorary Secretary)  
Ms Cecilia West  
Mr George Woodman  
Mrs Janet Maxwell (*ex officio*)

In attendance:

Mr Bryan Whelan, Publications Officer (*to August 2023*)  
Mr Peter Cheney, Press Officer

### EXECUTIVE SUMMARY

In 2024, 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 2023

Arising out of the Action Plan for 2023:

- The fifteenth booklet in the Braemor Studies series, which seeks to publish the best of the final year dissertations in CITI, was edited, designed, and published.
- Cooperation with CITI in the redesign of the cover of Braemor Studies.
- Cooperation with the online purchasing facility which assists with promotion and marketing, sales and distribution continued.
- An Avoidance of Libel protocol was adopted.

### 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 2023:

Kenneth Milne (ed.), *Journal of the General Synod, 2021*

Michael O'Neill, *An Architectural History of the Church of Ireland*

Ken Rue, *Church of Ireland Sunday and Weekday Readings Advent Sunday 2023 to Eve of Advent Sunday 2024*

*Liturgical Resources in the Case of Sudden and Unexpected Death*

*A Service of Prayer and Naming in Cases of Miscarriage and Neonatal Death & A Funeral Service in Cases of Miscarriage, Stillbirth and Neonatal Death*

The Publications Officer resigned during the year and a successor has yet to be appointed.

### ONLINE PURCHASING

The Literature Committee expresses its gratitude to the Central Communications Board and to the staff of the finance and IT departments of Church of Ireland House for supporting the facility to purchase Church-related materials online via the Church of Ireland website.

This facility has proved extremely popular and is being widely used. Ms Heather Jestin continues to assist with the distribution of materials to parishes. Orders can be placed online, or by e-mail or by phone using the following addresses:

Online ordering: <https://store.ireland.anglican.org/store>

E-mail: [heather.jestin@rcbcoi.org](mailto:heather.jestin@rcbcoi.org)

Tel: +353 (0)1 4125 665

### **GENERAL SYNOD ROYALTIES FUND**

The Committee recommended the following grants:

- €45,000 to print 4,000 copies of the *Church Hymnal*
- €4,000 to support the publication of *Search*

Applications to the fund should be addressed to Dr Raymond Refaussé, Secretary to the Literature Committee, c/o Synod Department, Church of Ireland House, Church, Avenue, Rathmines, Dublin, D06 CF67.

Due to the serious depletion of the General Synod Royalties Fund it was agreed that allocations from the Fund should be postponed for a period to allow the Fund to recover. A new protocol was agreed whereby applications for funding would be recommended to the Board and, if approved, would then be referred to the Chair of the Allocations Committee.

### **ACTION PLAN 2024**

- Prepare the sixteenth book in the Braemor Studies for publication;
- Support the publication programme of the Liturgical Advisory Committee;
- Support the CCUD in the publication of a revised edition of *Guidelines for Interfaith Events & Dialogue*;
- Support the Rev Kevin Moroney's proposed book of essays on Anglican liturgies.



## APPENDIX F

### THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND

#### REPORT 2024

#### MEMBERSHIP

Most Rev John McDowell  
Most Rev Dr Michael Jackson  
(Chair)  
Mr Ken Gibson (Hon Sec)  
Mr Neville Armstrong  
Mrs June Butler  
Ms Zephryn Patton  
Rev Jane Burns

Dr Elizabeth Leonard\*  
Rev Martin O'Connor\*  
Rev Rob Clements†  
Rev Dr Rory Corbett†  
Ven Andrew Orr†  
Rev Andrew Campbell‡  
Mr Michael Trimble‡  
Mr Steven McQuitty KC‡

Rev Andrew Irwin‡  
Dr Claire Jones‡  
Ms Hannah O'Neill‡  
Dr Harriet Wilkinson‡  
Dr Caroline Elliott-Kingston‡  
Mr Keith Gardiner‡

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\* To May 2023

† To Synod 2024

‡ From January 2024

The Church and Society Commission submits the following report with appendices referencing its work since the General Synod of May 2023.

#### Executive Summary

Over the last year the Church and Society Commission continued its work to provide oversight and direction for the Church of Ireland's work in respect to social theology in action. In the time since the last Synod, the Commission has worked proactively to prepare reports and other resource material for the Church and reactively to respond to government reports, public consultations, and events in society.

#### Membership

The Commission would like to thank all of those who have contributed their time and expertise over the last year, with particular thanks to Dr Elizabeth Leonard and Rev Martin O'Connor who both stepped down from the Commission this year and Rev Rob Clements, Rev Dr Rory Corbett and Ven Andrew Orr who are stepping down at Synod 2024. All five have made tremendous contributions to the Commission and have been generous with their time and expertise.

With a significant number of new and preexisting vacancies the Commission has been incredibly lucky this year with the response to a call for expressions of interest. The enthusiastic response has provided an influx of new members with a fantastic breadth of knowledge, enthusiasm, and experience.

#### Report

##### Troubles Legacy

Following a private member's motion, passed at Synod 2023, CASC has begun work on a project around the topic of how the Church can resource clergy in caring for those suffering with trauma related to the Troubles and how to help those individuals give voice to their history. A sub-group of the Commission met with the proposer and seconder of the motion to discuss how they would wish to see the Commission approach the matter, and with representatives and members of groups which focus on the traumatic legacy of the Troubles such as Healing Through Remembering, Corrymeela and the South East Fermanagh Foundation. Through

discussion with these individuals a number of existing projects such as the Belfast Cathedral Service of Lament and the Presbyterian Church’s project *Considering Grace* were highlighted.

In addressing this motion, the Commission was aware of the short turnaround time outlined within it. In speaking with the proposer and seconder it was agreed that, rather than produce a token piece of work for this year’s General Synod the Commission would instead focus on creating the groundwork for a meaningful response which can be brought to a future meeting of the General Synod.

### Assisted Dying

In 2020, a private member’s bill was put to Dáil Éireann, which sought to legislate for the provision of assisted dying to persons who are terminally ill and wish to end their lives. Following examination by the Oireachtas Committee on Justice it was recommended that a special committee be established to examine and report on the topic. In 2023, this committee, the Joint Committee on Assisted Dying was established, and began seeking input from various groups on the matter.

The Commission followed this issue closely and engaged with the progress of the bill. In December 2023, Rev Dr Rory Corbett represented CASC at the Joint Committee’s public meeting with representatives from religious, faith based and other philosophical groups and clearly outlined the established stance of the Church of Ireland on the matter, articulating the moral, ethical and practical issues which are raised by legislation in this area.

### Domestic Abuse

The Commission wishes to thank the Mothers’ Union for their tremendous work in the last year on the topic of domestic abuse, with particular attention to the *Changing the Story* conferences which so expertly illustrated how the Church can and should be aware of and responding to domestic abuse within our communities. The Commission is thankful in particular to Mrs June Butler, whose presence on the Commission has provided an insight into the excellent work being done by the Mothers’ Union.

### Guest Speakers

Continuing a tradition of inviting external guests to speak to the Commission on matters related to their work before their regular meetings, this past year the Commission has welcomed two guest speakers.

Rev Prof Anne Lodge, Director of the Church of Ireland Centre in DCU, spoke to the Commission regarding her research into Christ Church Cathedral, Dublin, its impact on the local community and how this compares to its missional goals.

Ms Caoimhe Leppard, Project Coordinator and Researcher with the RCB gave a brief presentation to the Commission on the topic of Housing and Community, outlining areas of potential interest to the Commission.

## **Statements and Documents**

[Submission to the Oireachtas Joint Committee on Assisted Dying](#)

[Statement to the Oireachtas Joint Committee on Assisted Dying Debate \(5/12/2023\)](#)

## **Appendix G**

### **Prevention of Bullying and Harassment Review Policy Review Committee**

The Prevention of Bullying and Harassment policy forms part of the Dignity in Church Life Charter and Policies adopted by General Synod in 2015. The policy contains a provision that it is subject to review on a regular basis and Standing Committee passed the Terms of Reference (TOR) for the first such official review at their meeting in November 2022.

The TOR provided that the Review Committee should consist of three members nominated by Standing Committee and one representative from the House of Bishops supported as required by the RCB Chief Officer, Mr David Ritchie and the RCB HR Manager, Mr Eddie Hallissey. The committee members are:

The Right Reverend Michael Burrows  
Ms Hazel Corrigan  
Mrs Judith Peters  
Ven Dr Stephen McBride

The Committee met several times in 2023 and 2024 and substantial progress has been made on a significant redrafting of the policy in the light of the experience of its implementation over the last eight years. The Committee acknowledges and thanks the very important contributions made by a number of people who had direct experience of the application of the policy, and their views continue to inform the work of the Committee.

The extent of the work required only became apparent as the process got underway and the Committee hopes to complete its review in mid-2024 with a view to laying an amended policy before General Synod in 2025.

## GS Complaints procedure

	2023	2022	2021	2020	2019	2018	2017	2016
	Total	Total	Total	Total	Total	Total	Total	Total
	€	€	€	€	€	€	€	€
<b>Income</b>								
Deposits	0	0	(1,000)	0	1,000	0	(814)	0
Less - deposit refund	0	0	1,000	0	0	0	0	0
Support from General Purpose Fund	0	0	0	0	0	0	0	0
Net deposits	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,000</u>	<u>0</u>	<u>(814)</u>	<u>0</u>
<b>Costs</b>								
Legal - External	0	0	6,027	0	0	0	0	0
Legal - In-House Legal	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Mediation	0	0	6,013					
Expert witness costs	0	0	0	0	0	0	0	0
Administrative and secretarial	0	0	0	0	0	0	0	0
Travel & subsistence	99	0	0	0	0	0	0	0
Catering	0	0	536					
Sundry	692	0	316	0	0	0	0	0
Facilities hire	0	0	758					
	<u>791</u>	<u>0</u>	<u>13,650</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	<u>791</u>	<u>0</u>	<u>13,650</u>	<u>0</u>	<u>1,000</u>	<u>0</u>	<u>(814)</u>	<u>0</u>

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

## **Appendix I**

### **Future of Curacies Working Group**

#### **Report to General Synod 2024**

##### **Membership**

Mr Michael Johnston (Chair)  
Rt Rev Andrew Forster (Bishop of Derry & Raphoe)  
Rev Canon Malcolm Kingston (Honorary Secretary)  
Very Rev Lynda Peilow (Standing Committee)

##### **RCB Staff In Attendance**

Ms Rebekah Fozzard

The purpose of the Future of Curacies working group is to provide recommendations for supporting the deployment, provision and funding of curacies. The working group is chaired by Mr Michael Johnston, chairperson of the Stipends Committee. An updated Terms of Reference was approved by Standing Committee in November 2023 with membership to include one member of the House of Bishops, one member of Standing Committee (an Honorary Secretary), two members of the Stipends Committee and one member of the Allocations Committee. The group is supported by the RCB Project Manager, Ms Rebekah Fozzard.

The group are working within the scope of the long-term vision of the House of Bishops and are exploring areas including finance, education and housing. A number of objectives have been identified by the group, with the purpose of developing a strategic, sustainable and progressive model for curacy across the church.

They include:

- Developing protocols and procedures to standardise funding and provide financial assistance to parishes with a curate assistant.
- Identifying and documenting other sources of funding and enduring support grants for parishes and curate assistants.
- Exploring and developing innovative options for housing particularly in areas of high cost and low availability.
- Working with the Coordinator of Continuing Ministerial Education and Church of Ireland Theological Institute to understand the current programme of continuing ministerial education and support any enhancement to reflect the changing needs of curates and training rectors.

Recognising that expertise in these areas is across a number of stakeholders, the working group is working closely with subject matter experts, including but not limited to the House of Bishops, the Representative Body (in particular, the Property Committee, Allocations Committee and Stipends Committee), the Church of Ireland Theological Institute, the Co-ordinator of Continuing Ministerial Education, the Rev Dr William Olhausen, curate assistants and training rectors.

Evidently there is a need for a concerted effort to support parishes to appoint, mentor and enhance this critical period in the training of a curate assistant. The working group has found that lack of financial resources is a considerable barrier for many parishes considering a curate assistant, and that the cost of appointing a curate assistant versus other sorts of ministry is perceived to be expensive. e.g., it can seem to be more cost effective to employ a lay person into a variety of roles. The working group have also identified housing as an issue in areas where there is low availability and a high cost to securing housing. Feedback from stakeholders has also emphasised a strong desire to provide a robust and positive training experience to shape the curate assistant's ministry over the coming years.

It is recognised across all stakeholders that the parish can greatly benefit from having a curate assistant to share in the full range of ministry. Whilst the parish benefits in the short-term the Church benefits in the longer term, through increasing numbers of those in ordained ministry, in line with the long-term vision of the House of Bishops.

It is expected that the working group will report back to the RB Executive Committee and Standing Committee on progress, with the final report to be presented to the House of Bishops, RB Executive Committee in June 2024 and Standing Committee following that.

## APPENDIX J

### CONSULTATIVE GROUP ON DISABILITY

#### Membership

Rev Aaron McAlister	Ms Emily Casey (resigned Jan 2023)
Rev Alistair Donaldson	Mrs Stephanie Casey (resigned Jan 2023)
Mr Jasper Chisnall (resigned June 2022)	Ms Gemma Willis
Ms Rachael Mackarel (resigned Jan 2023)	Mrs Dorothy Jones
Ms Jennifer Bullock	Mrs Kirsty McCartney

#### Planning for the future

The group functions in a consultative way, working with other committees and Church organisations to promote awareness of and action on disability and inclusivity needs.

The Consultative 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.

As the Group is currently low on members, it is proposed that a fresh call for submissions of interest be put out in 2024. The aim is to recruit several new members with a broad range of experience and expertise, who will be able to help drive plans for 2024, which include:

- 1) Website update – the Group’s information on [www.ireland.anglican.org](http://www.ireland.anglican.org) has not been updated for some time, and it is now planned to work on this as soon as new members are appointed. One of the ways the Group will be looking at to improve the website is to explore the possibility of using ‘Easy Read’, an accessible format for people with intellectual disabilities.
- 2) Link-ups and collaborations – we plan to contact the following organisations with a view to potential collaborations:
  - Faith in Kids
  - Muscular Dystrophy Ireland
  - Mencap
  - Autism NI
  - Autism Initiatives
  - Through the Roof
  - Barnardos
  - Jack & Jill Foundation
  - Cerebral Palsy Ireland
  - New Wine Ireland

The Group also plans to explore possible connections with the MindMatters Project.

- 3) JAM (Just A Minute) Cards – these cards are being ordered, along with posters, for distribution to all churches in Ireland. It is hoped that having them available will encourage everyone to give people with disabilities a little bit of extra time and space.
- 4) Flyer – we are preparing a flyer for distribution at General and Diocesan Synods. This is to increase awareness that the Group is available for consultations and collaborations on any issues pertaining to disability – contact [aisling.sheridan@rcbcoi.org](mailto:aisling.sheridan@rcbcoi.org).

**Conclusion**

The Consultative Group continues to seek consultation with and support from Church Members with either a professional or personal knowledge in the area of disability. While Covid-19 has hampered the Group's efforts, we are hopeful that the next couple of years will allow us to start to make progress on our ideas and plans. We also seek prayerful support in the year ahead as we continue with our first projects.



Priorities Fund Report to the Standing Committee March 2024									
	Conversion rate Sterling to Euro		€1.15350 / £1						
Application Number	Applicant	Diocese	Amount Requested		Recommended Grant		Recommended Grant 2nd Year		Standing Committee Decision
			£	€	£	€	£	€	
<b>Outreach Initiative</b>									
OI- 21	<b>Shankill Lurgan</b>	Dromore	£18,200		£10,000	€11,535	£8,000	€9,228	
	Outreach to teenagers dealing with drug use and anti-social behaviour								
OI- 22	<b>Irish Baroque Orchestra</b>			€1,000		€0		€0	
	Materials to Assist Concerts' in 2024								
OI- 24	<b>Bunclody Union (Ferns)</b>	Ferns		€1,138		€1,138		€0	
	Parish Gazebo to increase/allow youth and community events								
OI- 25	<b>Camp and Dingle Select Vestry</b>	Ardfert		€20,000		€15,000		€0	
	Development of St James church Dingle -phase 1 -WC and Kitchen & emergency exit								
OI- 26	<b>St Annes Cathedral</b>	Connor	£20,000		£15,000	€17,303	£5,000	€5,768	
	Consultancy re Centre of Acknowledgement and Memories from troubles								
OI- 27	<b>St Annes Trust</b>	Connor	£2,500		£2,500	€2,884	£0	€0	
	Cross community singing event for schools								
OI- 28*	<b>St Aidan's Parish Church, Kilmore</b>	Armagh	£22,000		£5,000	€5,768	£0	€0	
	Digital audio visual system for the Parish Church								
OI- 29	<b>Church of Ireland Clergy Pensions Fund</b>		£400		£400	€461	£0	€0	
	Static payment of £400 for surviving spouses								
OI- 30*	<b>Greystones Parish</b>	Glendalough		€9,000		€5,000		€0	
	Audio visual for the Parish Hall. Extending the use to community								
OI- 35	<b>Community of Brendan the Navigator</b>	Cashel Ferns Ossory		€750		€750		€0	
	Funding of three day pilgrimage days along Saint Declan's Way								
OI- 36	<b>St Judes Ballynafeigh</b>	Down	£19,382		£5,000	€5,768	£0	€0	
	Development and expansion of outreach to the local community								
OI- 37	<b>Branial Community Church</b>	Down	£12,950		£3,000	€3,461	£0	€0	
	Establishment of a Christian Union for students of Castlereagh Campus of Belfast Met								
OI- 39	<b>Magherally and Annaclone</b>	Down	£20,000		£10,000	€11,535	£5,000	€5,768	
	Support for the growth of youth and children's ministries								
OI- 40	<b>St. John's Parish, Lurgan</b>	Down	£3,150		£3,150	€3,634	£0	€0	
	Expansion of the HUB (set up in 2022) community programme including Alpha courses								

continued --->

	Conversion rate Sterling to Euro	€1.15350 / £1							
Application Number	Applicant	Diocese	Amount Requested		Recommended Grant		Recommended Grant 2nd Year		Standing Committee Decision
			£	€	£	€	£	€	
OI- 41	<b>Saint Columb's Cathedral Sunday School</b> Adopt a grandparent project - connecting local youth to the elderly living at home or in	na	£1,000		£1,000	€1,154	£0	€0	
OI- 42	<b>Ards Connect, Ballyhalbert</b> A New outreach project for children and young adults in the rural area of the Ards Peninsula	Down	£20,000		£5,000	€5,768	£5,000	€5,768	
OI- 43	<b>Willowfield Parish Community Association</b> Support for our Outreach work with adults and families in our impoverished area of east Belfast	na	£30,000		£7,000	€8,075	£0	€0	
OI- 44	<b>Glen Community Church,, Newtownards</b> Lads and Dads group, building relationships with those who have no church connection	Down	£20,000		£12,000	€13,842	£8,000	€9,228	
OI- 45*	<b>St Stephen and St Luke</b> Outreach and evangelism in Belfast City Centre , developing a new worshipping community	Connor	£20,000		£10,000	€11,535	£10,000	€11,535	
OI- 46	<b>Tullycarnet Church, East Belfast</b> Partnership with Prison Fellowship - Christmas dinner and fun day for ex-prisoners and families.	Down	£3,200		£3,200	€3,691	£0	€0	
OI- 47	<b>St Pauls Church Castlewellan</b> Alterations to the church for parent and toddlers, pensioner lunches, alternative styles of worship	Down	£25,000		£0	€0	£0	€0	
OI- 48	<b>Bryansford Parish Church</b> Timber building to enable Church to expand community connections	Down	£30,000		£0	€0	£0	€0	
OI- 49*	<b>ST. PAUL AND ST. BARNABAS, BELFAST</b> Installation of lift , renovating the kitchen to enable outreach events and counselling	Connor	£45,000		£10,000	€11,535	£5,000	€5,768	
OI- 50	<b>St. John's Parish, Lurgan</b> To improve contact with, and support families in area of social and economic deprivation.	Down	£5,875		£5,875	€6,777	£0	€0	
OI- 51	<b>Dublin Simon Community</b> Engagements with people sleeping rough, including training programmes	na		€14,310		€0		€0	
OI- 52	<b>Killough Youth &amp; Children's Outreach</b> Outreach in a rural community - programmes and events for family, kids and adults	Down	£5,000		£5,000	€5,768	£0	€0	
OI- 53	<b>Diocese of Cashel Ferns and Ossory</b> Funding assistance to host the Church of Ireland Stand at the National Ploughing Championships	Cashel Ferns Ossory		€15,000		€15,000		€0	
OI- 56	<b>St Michael's Parish Belfast</b> To further develop a Neighbourhood Chaplaincy in the loyalist estate at Lower Shankill, Belfast	Connor	£43,000		£15,000	€17,303	£10,000	€11,535	
OI- 57	<b>St Columba's Derryvolgie</b> "Global Made Local" - connections between overseas ministry volunteers and local migrants	Connor	£40,000		£20,000	€23,070	£20,000	€23,070	
OI- 58	<b>Derg Parish Church</b> Outreach through a parish shop for people of different nationalities in the local area	Derry	£500		£500	€577	£0	€0	
OI- 59	<b>St Peter and St James, Belfast</b> To assist Christian educational in the parish by installing electronic whiteboards in both halls.	Connor	£2,000		£2,000	€2,307	£0	€0	

continued --->

	Conversion rate Sterling to Euro	€1.15350 / £1								
Application Number	Applicant	Diocese	Amount Requested		Recommended Grant		Recommended Grant 2nd Year		Standing Committee Decision	
			£	€	£	€	£	€		
OI- 60	<b>PEPPER JOHNS MEMORIAL COMMUNITY CENTRE</b> Development of Suicide Awareness group, Family Mediation, Men's Shed and counselling	Down	£10,000		£5,000	€5,768	£0	€0		
OI- 61	<b>St James's Crinken Church</b> Funding salary for Storehouse Ministry, which provides food packages to community	Dublin		€15,000		€0		€0		
OI- 63	<b>Solas Project</b> To support a Schools programme in secondary schools which suffered the most during Covid	Dublin		€10,240		€6,000		€0		
OI- 64	<b>St Canice's Faughanvale Parish Church</b> To assist with the completion of a new Parish Centre after flooding	Derry	£50,000		£15,000	€17,303	£0	€0		
OI- 65	<b>The Primate's Reference Group on Ethnic Diversity, Inclusion and Racial Justice</b> Production of six videos to encourage greater ethnic diversity in the Church of Ireland	Dublin		€9,500		€9,500		€0		
OI- 66	<b>Drumglass Parish</b> Extend ministry for men including physical exercise, mental health, loneliness and unemployment	Armagh	£12,500		£8,000	€9,228	£0	€0		
OI- 67	<b>United Dioceses of Dublin and Glendalough</b> Assistance for events/meetings for the Lambeth Calls Initiative	na		€10,000		€5,000		€0		
OI- 68	<b>St Comgall's Church, Parish of Rathcoole</b> Extending community engagement and audio-visual equipment for live streaming	Connor	£7,000		£7,000	€8,075	£0	€0		
OI- 69	<b>Waterford Union of Parishes</b> Parishes's collaboration with community using its bells and bell ringing.	Waterford		€10,000		€8,000		€0		
OI- 70	<b>The Church of the Holy Evangelists, Carnmoney</b> Funding for a part time outreach worker connection with children and families	Connor	£15,000		£5,000	€5,768	£5,000	€5,768		
<b>Christian Education</b>										
CE-4	<b>Church of Ireland Bishops' Appeal</b> To provide education and training on world poverty across the Church of Ireland	na		€6,500		€6,500		€0		
CE- 5	<b>Diocesan Council of Cork, Cloyne and Ross</b> To establish a city-centre hub and mission resource centre in at 14 Cove Street-Cork City	Cork		€40,000		€20,000		€10,000		
CE- 7	<b>Church Mission Society Ireland</b> The creation and promotion of CMSI's annual educational resource for children and young people.	na	£3,000		£3,000	€3,461	£0	€0		
CE-8*	<b>Kilternan Church of Ireland</b> The Kitchen Table Project encouraging family faith discussion at home	Dublin		€3,000		€3,000		€0		
CE-9	<b>Saint Canice's Cathedral</b> The Red Book of Ossory -Church's role in medieval life focusing on Bishop Ledrede	Ossory		€30,000		€10,000		€0		
CE-10	<b>Love For Life</b> Development of new RSE relationship programmes and resources for schools and Church	na	£40,000		£12,000	€13,842	£12,000	€13,842	continued --->	

		Conversion rate Sterling to Euro	€1.15350 / £1									
Application Number	Applicant	Diocese	Amount Requested		Recommended Grant		Recommended Grant 2nd Year		Standing Committee Decision			
			£	€	£	€	£	€				
CE-11	<b>SEEDS Children's Ministry</b> Funding sensory material and resources to help children engage fully with Bible	na	£1,000		£1,000	€1,154		£0	€0			
CE-12	<b>Alpha Ireland</b> Digital platform making Alpha Youth deliverable to each pastoral situation particularly for youth	na		€18,000		€12,000			€0			
CE-13	<b>Crosslinks</b> Support for children's junior and senior camp from 20th - 25th July in the Kilbroney Centre	na	£2,000		£2,000	€2,307		£0	€0			
CE-14	<b>Abbeyleix &amp; Killermogh</b> Educational outreach - to assist / support travel via provision of minibuses	Leighlin		€800		€800			€0			
<b>Innovative Ministry in a Rural Context</b>												
IM-4*	<b>Baillieborough Group of Parishes</b> Equipment in two church halls for ministry and outreach activities	Kilmore		€1,690		€1,690			€0			
IM-5	<b>St John's Parish Church, Upper Kilwarlin</b> Church Hall development for outreach to rural community	Down	£10,000		£10,000	€11,535		£0	€0			
IM-6*	<b>Castle Archdale Parish Church</b> Building a parish room as a new community facility in the church grounds	Clogher	£15,000		£10,000	€11,535		£0	€0			
IM-8*	<b>Kiltyclogher Church of Ireland</b> Equipment for a community outreach hub/youth cafe, as part of the Village Renewal Scheme.	Clogher		€17,565		€12,000			€0			
IM-9	<b>Lecale Area Mission Partnership</b> Support for toddler groups, youth groups, sunday schools in parishes within the Lecale group	Down	£5,000		£5,000	€5,768		£0	€0			
IM-16*	<b>Mullabrack</b> Seed funding for the internal redevelopment of the old school house for youth ministry	Armagh	£15,500		£10,000	€11,535		£0	€0			
<b>Training - Lay &amp; Ordained</b>												
T-3	<b>HOUSE OF BISHOPS</b> Training and education in the Dioceses of the Church of Ireland, through the Diocesan Bishops	na		€40,000		€40,000			€0			
T-4	<b>All Aboard - Connor Children's Ministry</b> To engage with families through Toddler Ministry events	Connor	£2,000		£2,000	€2,307		£0	€0			
T-5	<b>Board for ministry with children and families</b> All-island Children & Family conference to resource and inspire parishes for children's ministry	na		€8,000		€8,000			€0			
			<b>Totals</b>	<b>£597,157</b>	<b>€281,493</b>	<b>€462,706</b>			<b>€117,276</b>			
<i>* Grant funding is subject to Diocesan Council approval being obtained for the initiative</i>												
									<b>Total recommended grants, 1st and 2nd year</b>		<b>€579,982</b>	

<b>STANDING COMMITTEE</b>		
<b>PRIORITIES FUND</b>		
<b>INCOME AND EXPENDITURE ACCOUNT</b>		
<b>Year ended 31 December 2023</b>		
	2023	2022
	€	€
<b>INCOME</b>		
Contributions	466,820	390,146
1		
Investment Income	31,292	30,026
Individual Contributions	347	245
Bequest Income	-	61,995
	<u>498,459</u>	<u>482,412</u>
<b>EXPENDITURE</b>		
Administration Expenses	(20,981)	(26,062)
2		
<b>Operating Surplus for the Year</b>	<u>477,478</u>	<u>456,350</u>
<b>ALLOCATIONS &amp; GRANTS</b>		
Allocations & Grants Distributed	(443,004)	(414,262)
3		
<b>Surplus after Allocations &amp; Grants</b>	<u>34,474</u>	<u>42,088</u>
Valuation Movement	81,370	(136,225)
Currency translation adjustment	1,945	(5,868)
<b>Net Surplus/(Deficit) for the year</b>	<u><u>117,789</u></u>	<u><u>(100,005)</u></u>

**STANDING COMMITTEE**

**PRIORITIES FUND**

<b>BALANCE SHEET</b>		<b>Year ended 31</b>	
		<b>December 2023</b>	<b>December 2022</b>
		<b>2023</b>	<b>2022</b>
		<b>€</b>	<b>€</b>
<b>INVESTMENTS</b>			
Investments held by the RCB	5	1,135,599	1,054,228
		<hr/>	<hr/>
<b>CURRENT ASSETS</b>			
Cash held with the RCB	6	375,677	337,591
Debtors	7	-	1,668
		<hr/>	<hr/>
		375,677	339,259
		<hr/>	<hr/>
Net Assets		<u>1,511,276</u>	<u>1,393,487</u>
<b>FUNDS EMPLOYED</b>			
Balance at 1 January		1,393,487	1,493,492
Surplus/(Deficit) for the year		117,789	(100,005)
		<hr/>	<hr/>
Balance as at 31 December		<u>1,511,276</u>	<u>1,393,487</u>
		<hr/>	<hr/>

**Notes to the Financial Statements**

	2023	2022
1. Contributions	€	€
Contributions from the dioceses	466,820	390,146
	<u>          </u>	<u>          </u>
2. Administration Expenses	2023	2022
	€	€
Salaries & PRSI	20,050	20,000
Stationary, Printing	804	4,246
Miscellaneous & Transfers	127	1,816
	<u>          </u>	<u>          </u>
	<u>20,981</u>	<u>26,062</u>
	<u>          </u>	<u>          </u>
3. Grants & Loans	2023	2022
	€	€
Ministry	45,436	41,529
Retirement Benefits	461	452
Education	56,527	51,296
Outreach Initiatives	278,674	287,663
Innovative Ministry	61,906	33,322
	<u>          </u>	<u>          </u>
	<u>443,004</u>	<u>414,262</u>
	<u>          </u>	<u>          </u>

4. Capital Commitments

As at 31<sup>st</sup> December 2023 the Priorities Fund had committed grants of €343,741 for Jan 2024 – March 2026. These grants have not been provided for in the Financial Statements.

5. Invested assets are shown at market value at both 31 December 2022 and 31 December 2023.

2022

2022

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6. Cash on deposit held by the RCB	€	€
Cash on deposit held by the RCB	375,677	337,591
	<u>                    </u>	<u>                    </u>

This represents cash held on behalf of The Church of Ireland Priorities Fund by the RCB in pooled bank accounts.

	2023	2022
7. Debtors	€	€
Contributions Accrued	-	1,668
	<u>                    </u>	<u>                    </u>

8. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2023, €1 = £0.8669 (2022: €1 = £0. 8853).

9. An accountants' report has not been provided for these Financial Statements as the cash balance of €375,677 and Investment balance of €1,135,599 is included within the scope of the Representative Church Body's audit.

10. The Priorities Fund is not the beneficial owner of any tangible fixed assets, and thus no depreciation charge arises in the current or previous financial year.



## **Appendix L**

### **Third Level Chaplaincy Review Group**

#### **Report to General Synod 2024**

##### **Membership**

Mr Michael Johnston (Chair)  
Rt Rev Andrew Forster (Bishop of Derry & Raphoe)  
Ven Barry Forde  
Rev Robert Jones  
Rev Canon Alan Marley  
Rev Dr Christine O’Dowd-Smythe  
Very Rev Lynda Peilow

##### **RCB Staff In Attendance**

Mr David Ritchie  
Ms Rebekah Fozzard

The purpose of the Third Level Chaplaincy review group is to draw up a comprehensive plan for the future of third level chaplaincy and a structure for its management.

The working group is chaired by Mr Michael Johnston, chairperson of the Stipends Committee. An updated Terms of Reference was approved by Standing Committee in November 2023 with membership to include one member of the House of Bishops, two members of Standing Committee, one member of the Representative Body and one University chaplain. The group is supported by the RCB Project Manager, Ms Rebekah Fozzard.

The working group has four primary objectives:

- To consult with the financial committees of the RB to develop the protocols, policies and procedures required to implement a transparent, equitable funding system to deploy and maintain third level chaplains across the sector.
- To work closely with the Church of Ireland Theological Institute to enhance a programme of continual ministry education which focuses specifically on core themes and activities for third level chaplains. It will include a way for chaplains to be able to measure the impact and effectiveness of their chaplaincy programme as well as addressing the need for supervision.
- To investigate the resources required to implement a national third level chaplaincy programme and to establish a mechanism to support parishes and dioceses to respond to calls for tender, external funding, educational and other opportunities.
- To explore ways to enhance the recognition and integration of chaplaincy ministry and governance of chaplaincy ministry within the Constitution.

It is expected that the working group will report back to the RB Executive Committee and Standing Committee on progress, with the final report to be presented to the House of Bishops, RB Executive Committee in June 2024 and Standing Committee following that.

## Appendix M

### Church of Ireland Safeguarding Board

#### General Synod Report 2024

*“All adults and children have a fundamental right to be respected, nurtured, cared for and protected from harm or the risk of harm.”*

(Church of Ireland Safeguarding Policies)



Dr Niall Moore  
Safeguarding Officer (ROI)



Ms Gillian Taylor  
Safeguarding Officer (NI)

#### Members of the Safeguarding Board

- The Archbishop of Armagh, The Most Rev John McDowell (Chairperson)
- The Archbishop of Dublin, The Most Rev Dr Michael GStA Jackson
- A Clerical Honorary Secretary of General Synod, Rev Canon Gillian Wharton
- Representatives of clergy from Northern Ireland, Bishop Ian Ellis and Rev Dr Christopher St John
- Representatives of clergy from the Republic of Ireland, Rev Ruth Elmes and Rev Eugene Griffin
- Representative of the Representative Church Body, Rev Canon Paul Thompson
- Chief Officer and Secretary General, Mr David Ritchie
- Independent members: Mr Paul Stephenson, Child Protection in Sport Officer at NSPCC, and Ms Shirley Scott, Policy Manager with the Rape Crisis Centre

The Safeguarding Board membership includes representatives of the northern and southern provinces appointed by their Archbishops and independent experts in safeguarding from outside of the Church of Ireland. During 2023, the Safeguarding Board welcomed Canon Paul Thompson as the representative of the Representative Church Body.

#### Summary of activities

##### Policy development

The Safeguarding Officers, Mr Robert Dunne (RI) and Ms Gillian Taylor (NI), worked with external advisors to prepare policies which were presented to the Safeguarding Board for consideration, these included:

##### *Amalgamated Child Safeguarding policy*

The Safeguarding Officers have worked with an external consultant to bring together and update the Church of Ireland Child Safeguarding policies, this new policy is compliant with both Northern Irish and Republic of Ireland legislation providing a single policy applicable to all Church of Ireland parishes. The new policy addresses the safeguarding requirements for Pioneer Ministry, updates re-vetting requirements, and addresses the role of diocesan staff in the implementation of safeguarding policy and practice across the Church of Ireland. The Safeguarding Officers are seeking comment from the House of Bishops in advance of finalising this policy, and before developing and delivering the required training.

##### *Resources Paper*

During the year the Safeguarding Board received papers addressing the ability to sanction those accused of abuse, the management of accusations of abuse, and a detailed paper on the role of the Safeguarding Officers

and diocesan staff in the management of safeguarding cases. The Safeguarding Board has requested a review of the organisation of safeguarding and in particular the division of responsibility between the development of policy by the Safeguarding Board and the implementation of policy by the dioceses. This review will be completed during 2024.

### **Safeguarding training**

Throughout the year, the Safeguarding Officers provided training to diocesan safeguarding trainers, who in turn provide training to clergy, staff and volunteers. Parish Panel training was delivered via Zoom throughout the year in both jurisdictions. The Safeguarding Officers are available to address any questions that may be referred to them either by Parish Panels, members of the clergy, or diocesan safeguarding trainers.

Training in relation to the recently adopted Pastoral Visiting Principles was provided to students training for ordination at the Church of Ireland Theological Institute, and it is expected that this training will be offered to members of the clergy during 2024.

During the year, the Safeguarding Officers and the independent members of the Safeguarding Board completed extensive Risk Assessment and Risk Management training which was delivered by external consultants. This training has equipped the Safeguarding Officers with tools and knowledge in managing risk and has informed the advice offered to diocesan and parish staff and volunteers.

### **Case management**

The Safeguarding Officers have developed a draft case management policy which is consistent with the Resources Paper. For complex cases, a case management committee should be established comprising of diocesan representation, Safeguarding Officer, legal, and RCB representation and any other necessary expertise. It is envisaged that in the future this committee would have an independent chairperson. It should be noted that any allegation of sexual abuse should be referred to the appropriate Parish Panel and Safeguarding Officer and in accordance with safeguarding policy must be reported to the statutory authorities.

### *Restorative Planning Group*

During 2022, the Board established a Restorative Planning Group to explore how the Church of Ireland might adopt a restorative victim informed approach to engaging with victims of sexual abuse. During 2023, meetings were held with restorative practitioners, and it was determined that while this approach should be considered for individual cases, a more general policy would require careful planning and agreement as to what supports could be provided. An immediate recommendation of the Restorative Planning Group is to formalise the RCB central records so that these can be used to develop policy and for reporting to government bodies.

### **Vetting Services**

Vetting staff in the Republic of Ireland and in Northern Ireland provide administrative support for parishes and dioceses in the vetting of staff and volunteers. It should be noted that when the new amalgamated Child Safeguarding Policy comes into effect, re-vetting will be required every three years in both Northern Ireland and in Republic of Ireland.

### **Staffing**

Mr Robert Dunne resigned during 2023, and Dr Niall Moore took up the position as Safeguarding Officer for the Republic of Ireland in February 2024. Ms Andrea Bridge transferred to a role in the RCB Library and Mr Alex Kinch was appointed as Vetting Administrator for the Republic of Ireland. The Safeguarding Board welcomed these new staff to the RCB. Ms Gillian Taylor has continued in her role as Safeguarding Officer for Northern Ireland and Ms Christine Cody and Mrs Claire Geoghegan have continued to provide Vetting Administration and administrative support to the Safeguarding Office.

Further information regarding safeguarding can be found on <https://safeguarding.ireland.anglican.org/> .

## **Appendix I**

### **Safe-Guarding Trust Board**

#### **MARCH 2022 REVISED TERMS OF REFERENCE**

#### **SAFEGUARDING BOARD TERMS OF REFERENCE UPDATED MARCH 2022 DUE FOR REVIEW MARCH 2025**

#### **MEMBERSHIP ELECTION YEARS -**

#### **Church of Ireland Safeguarding Board - Terms of Reference:**

##### **Overall Statement**

The Church of Ireland Safeguarding Board (“the Board”) exists to develop and approve safeguarding policy, to monitor implementation and to report to Standing Committee and the Representative Body as appropriate.

All policies will be in compliance with Irish and UK law as appropriate and will be informed by best practice.

The Board is committed to learning from experience. By a process of continuous improvement, it will monitor and challenge the effectiveness of The Church of Ireland’s safeguarding policies and processes.

The Safeguarding Board will submit an annual report for inclusion in the Church of Ireland General Synod Book of Reports.

##### **Functions of the Board**

The Board:

- Will review and agree changes to the policies on an annual basis (in June).
- Will develop a 3-year strategic plan with input from relevant external professional bodies and will monitor progress at least annually.
- Will review child and adult safeguarding policies every three years with input from external professional bodies as required.

The Safeguarding Officers will attend and will report to the Safeguarding Board at each meeting. The reports of the Safeguarding Officers will address:

- Policy – changes in legislation, recommended changes to policies
- Training – content, delivered, issues arising
- Compliance – reporting on audits and issues arising from cases
- Operations – Active case numbers and vetting report
- Issues – this is an opportunity to report any issue(s) not covered above

##### **Membership of the Board**

- a) Two representatives from the House of Bishops (preferably one from each legal jurisdiction) – one of whom shall be the Chairperson.
- b) One representative from the Representative Church Body
- c) The Chief Officer and Secretary General.
- d) An Honorary Secretary of the General Synod.
- e) Four members of the clergy: two nominated triennially by the Archbishop of Armagh, and two nominated by the Archbishop of Dublin. In the event of a vacancy arising, it shall be filled by the Archbishop who first nominated the original nominee. Nominations will reflect a gender balance and a rural/urban balance, in so far as is possible.

- f) External expert members (to be co-opted as the Board determines up to a maximum of four people).

The quorum for meetings will be 6 members of the Board to include at least one independent member.

### **Meetings**

The Board will meet at least three times per year.

The Board will meet in January annually to prepare its Annual Report to General Synod, and as often as it determines thereafter.

Dates of meetings for the year will be agreed at the first meeting of the year. Should a matter of urgency arise the Chairperson may convene a special meeting through the Secretary.

### **Reporting**

The Chairperson of the Safeguarding Board shall be responsible for direct liaison with the Chief Officer and the Secretary of the Board following Safeguarding Board meetings, including circulation of minutes, agendas and reports. The Standing Committee of the General Synod or the Representative Church Body may ask the Safeguarding Board to convene to discuss any Safeguarding issue upon which it requires further advice.

### **Evaluation of terms of reference**

The Safeguarding Board's terms of reference will be reviewed annually. Any amendments to these Terms of Reference will be submitted to Standing Committee for approval.

### **Standing Committee June 2016**

On the proposal of the Honorary Secretaries, the following resolutions were passed:

That the Standing Committee approves the establishment of a joint Standing Committee/Representative Body Safeguarding Trust Board to monitor the development of safeguarding policies for both children and vulnerable adults, to have responsibility for the development of training across the island and the management of safeguarding issues as they arise.

That the Standing Committee further approves the suggested membership of the said Board as consisting of the Primate, the Archbishop of Dublin, the Secretary General, the Chairman of the RB Executive Committee, and an Honorary Secretary.

On the proposal of the Ven George Davison, seconded by Mr Sam Harper, the following resolution was passed:

That the Standing Committee nominates the following to the Board:

Rev Gillian Wharton.

**Appendix N**

**STANDING COMMITTEE  
INCOME AND EXPENDITURE ACCOUNT**

	<b>Notes</b>	<b>2023</b>	<b>2022</b>
		€	€
<b>INCOME</b>			
Representative Church Body	1	571,341	624,610
Royalties Fund Income		48,413	40,185
Grants/Contributions		15,157	5,100
Deposit Interest	2	2,213	-
		<u>637,124</u>	<u>669,895</u>
		-	-
<b>EXPENSES</b>			
Services provided by RCB	3	330,545	321,601
General Synod Expenses	4	44,616	43,717
Miscellaneous Expenses	5	19,238	28,414
		<u>394,399</u>	<u>393,732</u>
		=	=
<b>OPERATING SURPLUS FOR THE YEAR</b>		<u>242,725</u>	<u>276,163</u>
<b>ALLOCATIONS AND GRANTS</b>			
Allocations to Ecumenical and Anglican Organisations	6	137,141	124,817
Allocations to Church related Organisations	7	242,849	163,579
		<u>379,990</u>	<u>288,396</u>
(Deficit) for year		<u>(137,265)</u>	<u>(12,233)</u>

**STANDING COMMITTEE**

<b>FUND ACCOUNT</b>	<b>Year ended 31 December</b>	
	<b>2023</b>	<b>2022</b>
	<b>€</b>	<b>€</b>
<b>CURRENT ASSETS</b>		
Cash on deposit held by RCB 8	149,454	289,599
Net Assets	<u>149,454</u>	<u>289,599</u>
<b>FUNDS EMPLOYED</b>		
Balance at 1 January	289,599	315,088
(Deficit) for the year	(137,265)	(12,233)
Currency translation adjustment	1,925	(4,965)
Transfer to Children’s & Family Ministry	-	(8,291)
Adjustment to 2022 closing balance	(4,805)	
Balance as at 31 December	<u>149,454</u>	<u>289,599</u>

**Notes to the Accounts**

1. Income from Representative Church Body

	2023 €	2022 €
Representative Church Body allocation	804,065	750,838
Refund unexpended allocation	(232,724)	(126,228)
<b>Total income from RCB</b>	<u>571,341</u>	<u>624,610</u>

This represents amounts which were allocated by the Allocations Committee of the Representative Church Body to fund the activities of the Standing Committee.

2. Deposit Interest

	2023 €	2022 €
Royalties Fund	2,213	-
	<u>2,213</u>	<u>-</u>

3. Services provided by the RCB

Services provided by the RCB relates to the time apportionment of certain RCB staff who provided Standing Committee support.

	2023 €	2022 €
4. General Synod Expenses		
Venue and Facilities	44,616	43,717
	<u>44,616</u>	<u>43,717</u>

5. Miscellaneous Expenses

	2023 €	2022 €
Publications & Printing	7,826	7,557
Honorary Secretaries' expenses	7,250	10,694



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Porvoo Expenses	-	1,715
COI Church & Society CO	-	1,789
Council for Mission	1,070	4,469
Commission on Ministry	2,827	678
Subscriptions		
Histographer	265	212
	-	1,300
	<u>19,238</u>	<u>28,414</u>

6. Ecumenical and Anglican Organisations	2023 €	2022 €
Anglican Consultative Council	56,388	55,215
Irish Council of Churches	25,570	25,038
Churches Together in Britain and Ireland	11,535	11,296
Irish Inter-Church Meeting	12,594	12,911
World Council of Churches	4,637	12,359
Conference of European Churches	5,310	5,180
Delegates' expenses (travel/conferences)	12,005	2,818
	<u>128,039</u>	<u>124,817</u>

7. Allocations to Church related Organisations	2023 €	2022 €
Central Communications Board	127,988	93,798
Grants paid to General Church Organisations	5,000	5,000
Grants paid to Support Allocations	11,000	11,000
Church of Ireland Marriage Council	9,102	6,244
Royalties Fund Expenditure	98,861	47,537
	<u>251,827</u>	<u>163,579</u>

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8. Cash on Short Term Deposit

	2023	2022
	€	€
Royalties Fund	110,298	157,536
Hymnal Revision	-	1,455
Other Account Balances	39,156	130,608
	<u>149,454</u>	<u>289,599</u>

This represents cash held on behalf of Standing Committee by the RCB in pooled bank accounts.

9. Foreign currency transactions have been translated to Euro at the rate of exchange ruling on 31 December 2023, €1 = £0.8669 (2022: €1 = £0.8853).

10. An accountant's report has not been provided for these financial statements, as the balance of €149,454 is included within the scope of the Representative Church Body's audit.

## APPENDIX O

### **WORKING GROUP CONCERNING A CO-ORDINATED RESPONSE BY THE CHURCH TO HISTORIC INSTITUTIONAL ABUSE (HISTORIC INQUIRIES WORKING GROUP)**

#### **Working Group Report**

#### **Membership**

Archbishop of Armagh  
Archbishop of Dublin  
Mr Henry Algeo  
Mr Ken Gibson  
Rev Canon Gillian Wharton  
Mr Lyndon MacCann SC  
Mr David Ritchie  
Very Revd Shane Forster

In attendance: Mrs Janet Maxwell

The Historical Inquiries Working Group met in June 2023 to receive updates on matters relating to the various inquiries into historical institutional and clergy abuse on the island of Ireland.

#### **Republic of Ireland: Mother & Baby Institutions**

A memorandum was agreed in June 2023 with the Office of Minister Roderic O’Gorman regarding points discussed in the meeting with the meeting in February 2022. During the meeting with the Minister it had been noted that the Church of Ireland neither owned nor operated any of the homes included in the inquiry, albeit that individuals involved in running those homes were themselves members of one or other of the Protestant denominations in Ireland. The Minister said he was open to engaging with other Protestant denominations. With respect to the government’s scheme, the Minister had explained to the Dail, that the State’s response includes elements of financial redress, memorialisation, provision of services to facilitate access to records and other initiatives. The Minister expressed his hope that the Church of Ireland might contribute to the scheme. The Working Group expressed the willingness of the Church to support the government’s efforts in respect of access to any material records. This would mean assisting the adoption tracing by locating references in parish registers to help re-construct family histories. Additionally, the Working Group expressed its interest in participating in initiatives around memorialisation of homes that operated under a Protestant ethos and hoped this might be developed along with other Protestant denominations. It is not clear what value the State puts on the various forms of assistance referred to in the meeting with Minister O’Gorman.

In January 2024, a took place between some members of the Working Group along with other Standing Committee member and Ms Sheila Nunan, who was appointed as negotiator in respect of the government’s redress scheme on behalf of the Minister O’Gorman. Her role is to engage with religious bodies who had a historical involvement in Mother and Baby and County Home Institutions. Ms Nunan explained that the Scheme has been developed to provide redress to any resident of one of the named mother and baby homes

who meets the criteria in the legislation. Ms Nunan clarified that contributions were being sought on a voluntary basis and acknowledged that the State was not basing its claim on fault or on ownership or management of these homes, but on a desire to have religious bodies participate with the government in its scheme. Ms Nunan told the meeting that the government's redress scheme will cost in the order of €800 million. She did not confirm if other Protestant denominations were also being approached on the same basis. As far as the Working Group is aware, the Church of Ireland remains the only non-owner and non-operator of a home to have been approached to date by the Minister in terms of seeking a contribution to the government's scheme for redress. No commitment has been given on behalf of the Church regarding the making of any financial contribution. Certain questions have been put to Ms Nunan regarding the Scheme, for which answers are still awaited.

After the meeting with Ms Nunan, the RB received a request to provide EY (formerly Ernst & Young) with information regarding the finances of the Church. An appropriate response is being prepared by the RB. Further dialogue with the State in relation to the Scheme is anticipated during 2024.

#### **Northern Ireland – Mother & Baby Homes Inquiry and Historical Clerical Sexual Abuse Inquiry**

The RB has worked with representatives of the Public Record Office of Northern Ireland (PRONI) conducting a survey of minute books relating to the Church of Ireland Rescue League and the Church of Ireland Moral Welfare Association (Northern Dioceses) held in Family Routes and in the RCB Library, Braemor Park, Dublin. These records were subsequently digitised by PRONI. The Working Group agreed that, should a request be made to relocate these records to a central archive based in Northern Ireland at a subsequent date, this would be considered positively. A central archive of records has been created in recent years in the Republic of Ireland by the State in order to facilitate adoption tracing services.

The NI Executive Office has indicated that a Public Inquiry into Historical Clerical Child Sexual Abuse will be launched in Northern Ireland, and progress towards this has recommenced following the restoration of an Executive at Stormont. As with the Mother and Baby Inquiry in the Republic of Ireland, the Public Inquiry will hear testimony and consider redress, but this will not take the form of having to prove harm. It has been suggested by the Executive Office that the Public Inquiry may require legislative powers which have yet to be completed.

**APPENDIX P**  
**REPORT TO STANDING COMMITTEE FROM THE WORKING GROUP ON REVIEW OF**  
**EPISCOPAL ELECTORAL COLLEGE PROCESS**

**Members**

Ms Hazel Corrigan	Honorary Secretary
Rt Rev George Davison	Episcopal nominee (Chair)
Mr Ken Gibson	Honorary Secretary
Very Rev Shane Forster	Provincial Registrar (Northern)
Mr Lyndon MacCann S.C.	Assessor
Rev Robert Marshall	Provincial Registrar (Southern)

**In attendance:**

Mrs Janet Maxwell

**Terms of Reference**

“To examine the Electoral process from the date a forthcoming vacancy is announced until the Electoral College completes its work, paying particular attention to

- the composition and purpose of the Shortlisting Committee;
- the timeline for the various steps;
- communication issues;
- standardisation of approach to Electoral Colleges, and
- the role of the facilitator appointed to assist the diocesan electors.

In addition, in the light of the reduction of dioceses in the Province of Armagh, to consider what changes, if any, might be needed to the numbers involved in Colleges in that Province.

The Review Working Group

The Review Working Group will comprise of not more than six persons including the two lay honorary secretaries, an Assessor and a Provincial Registrar, to be agreed by the Archbishop of Armagh and the Honorary Secretaries, and a bishop to be nominated by the House of Bishops.

Timeline

The Working Group will carry out a thorough review, resulting in carefully formulated recommendations, as appropriate, with a view to bringing any legislative proposals to the General Synod in 2023. Should the need arise, it may continue its work and bring any legislative proposals to General Synod 2024. The Working Group will report on progress to the meetings of the Standing Committee.

Sensitivity and Confidentiality

In conducting the review, the Review Working Group will be cognisant of both the sensitivities and confidentiality of the Episcopal Electoral College process and of the impact on candidates, both who have been elected and those who were not.

**EXECUTIVE SUMMARY**

The Working Group, having consulted with participants in recent Episcopal Electoral Colleges recommends a number of changes requiring:

- a) A bill to implement certain changes to be proposed at General Synod May 2024;
- b) Additional guidance to achieve greater consistency in approach across all electoral colleges.

**REPORT**

The Working Group met seven times, considering the various items raised in the Terms of Reference and conducting a consultation exercise with members of recent electoral colleges and also seeking the observations

of those individuals nominated as candidates during the process. Responses were anonymised and individual views were treated with sensitivity and confidentiality within the process.

The Working Group's report to the Standing Committee shares the feedback received and indicates proposed regulations and legislative proposals that the Working Group believes will be necessary to implement those recommendations that have been identified as broadly agreed based on the response to the consultation process that was conducted.

### **Shortlisting Committee**

The agreed view of the Working Group based on the consultation responses is that the work of shortlisting is properly exercised by the whole electoral college and not by a smaller group. Consequently, the work of the Shortlisting Committee needs to be re-envisioned as a Due Diligence Committee. It will not require so many members to fulfil this function. Examination of the proposal of nominees at the recently held electoral colleges, revealed that there was no need to reduce the lists of candidates. In other words, there is no shortlisting for the Shortlisting Committee to do. However, the Shortlisting Committee is already undertaking due diligence work. The Working Group considered views expressed regarding the size of the proposed Due Diligence Committee, and concluded that the work undertaken will focus on criteria set out in Regulations and in Chapter VI 3(12) and that a smaller number of members will undertake this task more effectively. The whole College will exercise discernment in respect of candidates.

#### *Recommendation 1*

*The Working Group recommends altering the description of the role and function of the Shortlisting Committee and renaming the committee to reflect its role in delivering due diligence. This will require legislative amendment. The working group also recommends reducing the membership to 4 and this is included in the Draft Bill.*

#### *Recommendation 2*

*It is also recommended that guidance is produced, so that the due diligence work is consistent between candidates and between different electoral colleges.*

### **Timeline**

The Working Group observed and found it reflected in comments received in the consultation process, that timelines were not consistent between colleges at various stages. In particular, diocesan electors had very little time to produce and consider the Statement of Episcopal Needs, and there was no fixed time for the appointment of a Facilitator to guide this work.

#### *Recommendation 3*

*The Working Group recommends that a timeframe is introduced to ensure that the various requirements of the new process can be achieved, and that there is consistency in each electoral college.*

### **Communication Issues**

Responses to the consultation process highlighted communication issues at various stages:

- a) Communication of how the process works to members of the electoral college;
- b) Communication between diocesan and provincial electors regarding their respective views;
- c) How the process of nomination within the college should happen;
- d) Communication of the Statement of Episcopal Needs to members of the college. This included the format and method of presentation; the status of the information contained and with whom it might be shared;
- e) Communication to nominees regarding their subsequent participation in the college;
- f) Communication from the college to successful and unsuccessful candidates at the end of the process;
- g) Communication from the college to the media via the Church of Ireland Press Office and the need for an information embargo that is respected by members of the college until the stated time has passed.

The Working Group concluded that some of these issues arose from lacunae in the current protocols, and others because of a lack of guidance, which is addressed in the Regulations.

*Recommendation 4*

*The recommendation is that in certain respects, the protocols should be expanded and other aspects might best be addressed by means of guidance.*

**Standardisation of approach across colleges**

A common theme of many responses was that there was too much disparity in the detail of the process as it was interpreted across the electoral colleges in both provinces. Participants who had been members of more than one college regarded this as a seriously negative dimension.

The Working Group notes that many of its recommendations are intended to increase the consistency of the process across all episcopal electoral colleges and that this is a desirable outcome.

**Role of the Facilitator**

Many responses to the consultation noted discrepancies in approach between different Facilitators. Based on the responses received, the Working Group felt it would be desirable to produce guidance for Facilitators.

*Recommendation 5*

*The Working Group proposes that it will draft guidance for Facilitators and bring this back to Standing Committee for consideration later in the year.*

**PROVINCE OF ARMAGH**

The Working Group was asked to consider the numbers of electors involved in colleges in the province of Armagh in the light of the reduction in the number of dioceses in the Province. Currently, there are two lay diocesan episcopal electors and two clerical diocesan episcopal electors more than the balancing number of provincial episcopal electors. Having considered the changes that would be necessary to achieve balance again, the Working Group would propose that in the Province of Armagh, the vacant diocese elects 10 clerical electors and 10 lay electors, rather than 12 of each as at present. This would mean that diocesan and provincial electors would again be in balance, without inflating the total number of members of the electoral college.

Special provision following the translation of a bishop to Armagh.

When the bishop of a diocese is translated to the See of Armagh and the electoral college is called to fill the vacancy, if the vacancy is in the Province of Armagh, the diocese of Armagh shall send five clerical electors and five lay electors to the college; if the vacancy is in the Province of Dublin, the diocese of Armagh shall send six clerical electors and six lay electors to the college.

**ADDENDUM TO REPORT**

**PERSONAL COMMENT FROM THE REVD ROBERT MARSHALL, PROVINCIAL REGISTRAR SOUTHERN PROVINCE**

The concept of an episcopal election is an anachronism. The word "chosen" used in the Archiepiscopal Roll of Dublin since at least 1871, is more appropriate to inform what is a process of discernment. The integrity of that process is not achieved by the proposed clarification contained in Paragraph 6 (4) of the heads of the draft bill nor in Regulation 11 of the regulations proposed for adoption by the Archbishops.

Although called an Electoral College, the representatives of the Church assembled to choose a nominee for endorsement by the House of Bishops engage in an act of discernment. As at CACTM, the decision of

candidates is to let their names go forward and they are not then subsequently involved. Consequently, the involvement of candidates (none of whom are lay members) in an electoral college to choose a new member of the Order of Bishops is an anomaly.

The only solution to the anomaly is that Candidates should not be members of the College.

The provision of Chapter 6 Section 13 of the Constitution requires shortlisted candidates to withdraw from the meeting and does not provide for their readmission. It was a far-seeing provision but it is a blunt instrument which led to the adoption of different interpretations in Dublin and Armagh. A better approach is to provide that supplementals may be summoned prior to the second meeting of the College in place of a candidate who has become ineligible for membership of the College.

Appointment of a supplementalist will not be a breach confidentiality which applies to the proceedings of the College not to its assembly. Consequently, the proposal will not have an adverse effect on the confidentiality of the meetings of the College. A candidate attending the first meeting would be confidentially bound and attendance at the Due Diligence Committee will arise in the ordinary course of business.

Subject to the addendum, I concur in the remainder of the Report.

*Robert D Marshall, 15<sup>th</sup> November 2023*

Reverend Robert Marshall  
Provincial Registrar of Dublin



## **Appendix Q**

### **Pioneer Ministry Council**

#### **Report to General Synod 2024**

Following the formal launch of Pioneer Ministry in St Patrick’s Cathedral, Dublin in February 2023, the Pioneer Ministry Governing Council was established by General Synod 2023. The Council was established to uphold and advocate for the vision of Pioneer Ministry to reach those with little or no connection to church, to oversee the delivery of its objectives and values, and oversee the processes by which employed pioneers and funded pioneer projects might receive funding and support, subject to the decision of the Pioneer Approvals Committee. As a Governing Body the Council receives reports from and provides support to the Pioneer Leadership Team, established to spearhead the new movement of Pioneer Ministry within the Church.

The Council is greatly encouraged by the actions to date with much activity over the last year , while recognising there is a significant body of work that lies ahead to grow pioneer ministry, develop the role of the Council itself, support the Leadership Team, and mobilise pioneer ministry and pioneers, lay and ordained, volunteers and employed, across the whole church.

From inception the Pioneer Movement has worked towards 5 key objectives, and the report of the Council addresses each of these in turn.

#### **1. Governance and Leadership**

For Pioneer Ministry to be credible, sustainable, and flourish it is, and will be, important to establish, embed and grow a robust governance and leadership structure for Pioneer Ministry. The establishment of the Pioneer Ministry Council and Pioneer Leadership Team are two important building blocks in this leadership and governance structure. The Leadership Team has reported to the Council, the Representative Body, House of Bishops, and the Council will report to Standing Committee, and through this inaugural and future reports, to General Synod. Through transparent and regular communication, the aspiration is that pioneer ministry will be embedded within, owned by, and provide support to, the whole of the Church of Ireland. The updates are also shared via social media and through other forms of traditional media such as diocesan magazines and the Church of Ireland Gazette.

The Council has met on four occasions, and at the time of reporting is overseeing the processes of the Leadership Team through the first iteration of applications for new pioneers and funded pioneer ministries, which have come in from across the island. This process itself is pioneering and the Council will reflect on how processes can be refined and improved for future years.

The National Director, Rev Rob Jones has visited all 11 dioceses throughout the year, meeting with Bishops , attending multiple diocesan synods, clergy and lay gatherings to communicate the vision and begin the process of implementing pioneer ministry in each setting and context.

#### **2. Diocesan Pioneer Ministry Hubs**

The vision for pioneer ministry is that it will be a ‘ground up’ movement. For this to happen, it is vital that within every diocese there is a group, or even a number of groups, of people including the diocesan pioneer ministry advocate appointed by the Bishop, who will champion, support, and advocate for pioneer ministry. These groups will be Pioneer Ministry Hubs. Shaped to serve the needs of each diocese in its own context,

Hubs will grow awareness of pioneer ministry, support pioneer initiatives, enable the training and resourcing of volunteers, network with Hubs from other dioceses, and engage with the national Pioneer Leadership Team.

The Leadership Team is currently engaged with numerous dioceses to establish these Hubs, and already is seeing a range of healthy diversity as each diocese, in its own context, shapes hubs around how pioneer ministry might actually work in that diocese.

Hubs across the island are at different stages of development, but it is envisaged that each will grow to play a vital role in some or all of the following ways:

#### *Networking*

- Connect with the Pioneer Leadership Team and in particular the National Director
- Support the pioneer movement across the church through networking with other dioceses and pioneer conferences

#### *Growing Awareness*

- Encourage pioneer learning communities of pioneers within the diocese
- Advocate and champion pioneer ministry across the diocese – its activities, ministries, synods, councils and other bodies

#### *Support, train, resource voluntary pioneers and projects*

- Help deliver training and resources for pioneers at parish level
- Provide support to pioneer initiatives within the diocese

#### *Funded Pioneers and Projects*

- Support the Bishop and diocese with bringing forward proposals for funded pioneer projects and pioneers
- Support the yearly Diocesan Discernment and Selection Process for full time pioneers
- Provide local and contextual diocesan support to any full-time pioneers within the diocese (complementing the support provided by Church Army / CITI and the National Director)

#### *Develop Funding & Resources*

- Look to grow funding and resources for pioneer ministry

Whilst Hubs will play a crucial operational role in each diocese, pioneer ministry is also growing and establishing pioneer new ‘learning communities’. Learning Communities are designed to take small groups in local settings, parish (or even diocesan), through a change process to explore what it means to pioneer in their setting – what is the status quo, what is working, what isn’t, what is right, wrong, or even confusing? These communities will be made up of diverse leaders chosen by the Bishop who are committed to shared peer pioneer learning, mutual support, strategic partnership and praying for each other. A number of learning communities are already up and running studying together the book *‘Pioneering a new future- a practical guide to shaping change and changing the shape of Church’*.

### **3. Identify, Train, Deploy and Support Volunteer and Employed Pioneers**

Much of the focus and energy in this new season has had to focus on the creation of a new selection and training process for employed pioneers.

A selection process has been agreed with the House of Bishops and a new guidebook published which is being implemented through every diocese, as part of a pathway of discernment for those exploring vocation and

calling to reach those with little or no connection with church. A meeting between the Leadership Team and Diocesan Director of Ordinands confirmed how the exploration of vocation to pioneer will sit alongside and complement the exploration of those considering ordained or lay reader ministry within the church. The selection process for pioneers is not to a pathway that will lead to ordination. It is to a period of deployment into a pioneer ministry project and training that will run concurrently from the first day of deployment. It is envisaged that some pioneers may, in the years that follow, discern a call to some form of ordained ministry, and this will be a separate pathway of discernment towards Ordained Local Ministry or some form of transfer into stipendiary ministry according to the appropriate protocols at that time.

To complement the Selection Process for pioneers a process has also been established for the development of pioneer ministry proposals that may seek financial support from the Pioneer Ministry fund established and kept under review by the Representative Body.

As mentioned above a new guide book, accessible both in print and online, provides more information on how pioneers may be discerned, how proposed ministries might receive funding, how recruitment & appointment will work, and what happens once deployment and training begins. At the core of all discernment, development, recruitment and deployment, every new pioneer and every new ministry will be:

- **Missional** – reaching those with little or no connection to church.
- **Contextual** – working within and culturally appropriate to a particular community or locality and context.
- **Ecclesial** – growing a new community of faith over time.
- **Formational** – developing disciples and not just gathering a crowd.

It is envisaged that the first cohort of pioneers to be deployed and trained in new ministries approved for funding will commence in September 2024. The deployment will last for up to 5 years with training delivered part-time, alongside deployment, during the first 3 years.

#### *Training – Certificate in Pioneer Ministry*

An extensive body of work has been undertaken to develop a new training course for the (UK) Level 4 Certificate in Pioneer Ministry. This will be run by our key training partner, Church Army, supported by the Church of Ireland Theological Institute, and validated by Durham University. This is a three-year programme of part-time study focused on formational learning with the core emphasis on evangelism and forming new communities of faith within a pioneering context. The Training Team includes seven teaching staff with a wide range of experience and specialism, from communication skills to pioneering, from biblical studies to contextual evangelism, with training taking place through residential weekends based in both Sheffield and Dublin, as well as online training.

#### *Pioneer Ministry Gathering – Autumn 2024*

Whilst much energy has necessarily been given to the development of this course and the processes for selecting and identifying pioneers and pioneer ministry proposals, the broader aspiration is for pioneering activity to happen at every level of the Church. This cannot be a movement that simply produces a limited number of funded pioneers for a specified period of time. Through the Hubs and Learning Communities the vision is to mobilise people everywhere for pioneer ministry. Learning from one another will be vital and to that end arrangements are being made for a National Pioneer Ministry Gathering in the Autumn of 2024 to encourage, inform, and be inspired for the work of pioneer ministry across the Church.

#### **4. Establish and support new pioneer communities and churches**

The establishment of the Governing Council, Pioneer Hubs and Learning Communities and the first cohort of funded pioneers and pioneer projects all represent new networks and communities committed to reaching those with little or no connection to church. The creation of these new projects or ministries, in part funded by the Pioneer Ministry fund, which will help grow pioneer communities and churches that are missional, contextual, ecclesial and formational. The Council and Leadership Team look forward to supporting these new initiatives

and to working across all dioceses to create new communities of faith contextualised for their setting in the years that lie ahead.

## **5. Integration of Pioneer Ministry into the culture and structures of the Church of Ireland**

Everything that has been reported is evidence, and representative, of a commitment to growing pioneer ministry as a ministry *of* the Church of Ireland. Every diocese, parish, chaplaincy and activity of the church was once something that was planted and new. Pioneer ministry seeks to work within and alongside these expressions of ministry as together we seek to reach those with little or no connection to church.

The Bill for Pioneer Ministry before Synod 2024 seeks to recognise pioneer ministry and pioneer ministries within Chapter V of the Constitution of the Church of Ireland. This will enable new ministries to be fully recognised as a part of a diocese or parish, and for those pioneer ministries that need to be self-governing with concomitant obligations relating to charitable registration, financial and property management, and safeguarding, will ensure that the Constitution is the proper Governing Document of the ministry.

### **Summary**

It is clear that much work has been undertaken with plenty more exciting activities and work ahead to further develop and grow pioneer ministry across the Church of Ireland as we all work collectively. The Council is greatly encouraged by the shared will to support and resource Pioneer Ministry across all levels of the church – General and Diocesan Synods, House of Bishops, Representative Body, Standing Committee and the Theological Institute – and expresses its sincere gratitude to everyone, and to the Pioneer Leadership Team as together we seek to reach those with little or no connection with church.

For more information, please go to [www.pioneerministry.org](http://www.pioneerministry.org) or email the National Director, Rev Rob Jones at [rob@pioneerministry.org](mailto:rob@pioneerministry.org).

## APPENDIX R

### COMMUNICATIONS FROM DIOCESAN SYNODS AND COUNCILS

15<sup>th</sup> October 2023

To: The Honorary Secretaries of the General Synod  
Church House  
Church Avenue  
Rathmines  
Dublin 6  
D06 CF67

Dear Honorary Secretaries,

We are instructed to inform you that at the Joint Diocesan Synods for the United Dioceses of Tuam, Killala and Achonry and the United Dioceses of Limerick, Killaloe & Ardfert which took place on 14<sup>th</sup> October 2023, the following private members motion was carried by secret ballot –

“This Synod, while acknowledging the Church’s traditional teaching on marriage as set out in the Book of Common Prayer, believes that pastoral and liturgical provision should be made for those persons of the same sex, whose marriages have been previously recognised by law, and who wish to have an appropriate service of prayer and dedication. This Synod therefore requests that the General Synod and House of Bishops allow some measure of Diocesan discretion in the provision of suitable prayers for use where such services are locally desired and acceptable and where no priest or minister would be required to act against their conscience.”

The votes cast totalled 116; 100 voted For; 12 voted Against; 1 abstained and there were 3 spoiled votes.

Yours sincerely,

Heather Pope  
Tuam Diocesan Administrator

Lorna Sharpe  
Limerick & Killaloe Diocesan Secretary

**From:** Ian Walshe (D&G) <[dgsecretary@dublinchurchofireland.org](mailto:dgsecretary@dublinchurchofireland.org)>

**Sent:** 19 October 2023 14:47

**To:** Janet Maxwell <[janet.maxwell@rcbcoi.org](mailto:janet.maxwell@rcbcoi.org)>

**Cc:** Nicole Gallagher <[nicole.gallagher@rcbcoi.org](mailto:nicole.gallagher@rcbcoi.org)>

**Subject:** Diocesan Synod

Dear Janet

I refer to our recent conversations and wish to confirm that at the recent Diocesan Synod on 3 October 2023 the following resolution was passed: -

“These Synods, while acknowledging the Church’s traditional teaching on marriage as set out in the Book of Common Prayer, believes that pastoral and liturgical provision should be made to those persons of the same sex, whose marriages have been previously recognised by law, and who wish to have an appropriate service of prayer and dedication.

These Synods therefore requests that the General Synod and House of Bishops allow some measure of Diocesan discretion in the provision of suitable prayers for use where such services are locally desired and acceptable, and where no priest or minister would be required to act against their conscience.”

Yours sincerely

**Ian L Walshe**

Diocesan Secretary  
The United Dioceses of Dublin & Glendalough  
Church of Ireland House  
Church Avenue  
Rathmines  
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D06 CF67

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23/10/2023

**Diocesan Synod of Cashel Ferns and Ossory 18<sup>th</sup> October 2023**

Proposal submitted to Synod by The Very Reverend Stephen Farrell (Dean of Ossory) and seconded by Mr Shane Reynolds (Portlaoise Union with Ballyfin).

Motion:

(i). “This Synod, while acknowledging the Church’s traditional teaching on marriage as set out in the Book of Common Prayer, believes that pastoral and liturgical provision should be made for those persons of the same sex, whose relationships have been previously recognised by law, and who wish to have an appropriate service of prayer and dedication.

This Synod therefore requests that the General Synod and House of Bishops allow some measure of Diocesan discretion in the provision of suitable prayers for use where such services are locally desired and acceptable, and where no priest or minister would be required to act against their conscience.”

I certify that this motion was adopted by the Synod on 18<sup>th</sup> October 2023 and as Bishop, I hereby ASSENT to the motion being brought to General Synod 2024.

---

Bishop Adrian Wilkinson

8<sup>th</sup> December 2023.

To: The House of Bishops.  
The Honorary Secretaries of the General Synod.

Dear Sir/Madam,

At our recent meeting of Diocesan Council on December 7<sup>th</sup>, the following resolution was passed. We communicate the same to you on behalf of the Diocesan Council of Down and Dromore as a matter of correspondence:

We have noted with concern that at their recent diocesan synods, the dioceses of Dublin and Glendalough, Cashel, Ferns and Ossory, and Tuam, Limerick and Killaloe, have requested that both the House of Bishops and General Synod make pastoral and liturgical provision for those persons in same-sex civil marriages, and that local Diocesan discretion is permitted where such services of prayer and dedication may be desired and requested.

The response of this Diocesan Council is as follows:

The Council agrees and affirms the Church of Ireland's teaching on marriage as clearly set out in Canon 31.1, 'according to our Lord's teaching'. We believe that what is proposed is indicative of a departure from this teaching.

This Council believes that the request is incompatible with constitutional and synodical procedures in the Church of Ireland.

Furthermore, this Council believes that any such provision will cause a serious fracture to the unity of the Church of Ireland.

This resolution shall be communicated by the Diocesan Honorary Secretaries to the Honorary Secretaries of General Synod and to the Secretary to the House of Bishops.

Signed on behalf of the Diocesan Council.

The Reverend Adrian Dorrian)  
The Very Reverend Geoff Wilson            ) Honorary Secretaries  
Dr Elizabeth Leonard)  
Mr Basil O'Malley)

15<sup>th</sup> January 2024

To: The Honorary Secretaries of the General Synod

Dear Sir/Madam,

I write concerning the motions passed at Dublin & Glendalough, Tuam, Limerick & Killaloe & Cashel, Ferns & Ossory Synods as communicated to Standing Committee (Nov 2023), and further concerning the subsequent motion passed at a meeting of the Diocesan Council of Down & Dromore (7<sup>th</sup> December), that I understand

has been communicated to the Honorary Secretaries for the attention of Standing Committee (Jan 2024). With regard to the latter, I write having contended that a not dissimilar motion not be taken at the most recent meeting of the Diocesan Council of Connor (Nov 2023) on the basis of convictions set out below.

I fully acknowledge the breadth and depth of feeling, and diverse opinions, on the substance of the various motions, and do not seek to impede important deliberation and debate by pedantically calling into question matters of process. I have no doubt that the discussion will be had in some manner, and trust that all voices will have the opportunity to be heard. However, there are some matters of ‘process’ that seem to me to be so foundational regarding who we are as a Church, that to proceed in the manner of the aforementioned motions may be to inadvertently sow the seeds of our own divide.

First, under the Constitution Diocesan Synods are authorised to exercise powers and make regulations for the ‘temporalities of the Church’ (II.32). There is a delicate balance between the role and understanding of a diocese as an area of ministry under the spiritual oversight of its bishop, and the role and function of its Synod in supporting that role through regulations, motions, decisions and appointments for the delivery of ministry of the Church. Within this delicate balance a Diocesan Synod is not empowered however to pass motions or make statements pertaining to the doctrine, teaching, or liturgy of the Church (even if statements simply purport to affirm the doctrine of the Church, such as the Down & Dromore motion). It is acknowledged that the three motions (Nov 2023) defer to General Synod and the House of Bishops as the two bodies that are empowered, in different ways, to determine or make statements on doctrine and liturgy etc. However, in both commenting (in different ways) on the current position of the Church, and in relation to the three motions (Nov 23) requesting a direction of travel that will require some form of change, all motions fall outside of the proper role and powers of a Diocesan Synod / Council.

Second, the Church of Ireland is not governed by the principle of a majority of dioceses, but by a majority of the house of bishops and house of representatives, acting together at General Synod. Moreover, and the point was made clear in the recent review of synodical representation, there are only two types of representatives – clergy and lay. Both are elected through diocesan processes, but representatives are sent *from* a diocese, not *for* a diocese. Dioceses do not arrive with a mandate at General Synod. We do not conduct proceedings by block diocesan votes. We should take great care not to admit, even by implication, motions that create any sense of dioceses acting as ‘provincial synods’, or that sets one (or multiple) dioceses against another. This concern is deepened by the implication in the three motions (Nov 23) that dioceses may have their own autonomy and discretion in relation to liturgical and pastoral provision. In this regard I am in agreement with the second and third parts of the Down & Dromore motion, namely on constitutional incompatibility and fracturing the unity of the Church.

Third, and I have no doubt this would become a matter of considerable debate, the implications of such distinctions being applied according to the geographical boundaries of dioceses on the island are far-reaching, creating pastoral inequalities (in all directions), shaping the culture of episcopal elections and clerical appointments, episcopal oversight and canonical obedience, to name but a few. My concern is not simply that implications may be far-reaching, but that admitting the current motions, in their current form with all of the reservations stated above, is to admit by implication that we may provide for such distinctions according to current diocesan structures. This, I would contend, is highly presumptuous and we should take great care as a matter of principle not to inadvertently admit this.

Fourth, and this is outside of the remit of Standing Committee and will be for the House of Bishops to determine, I would simply observe that Diocesan Synods / Councils do not have a mandate to make requests to the House of Bishops on matters pertaining to doctrine, teaching, liturgy. The processes for seeking the same are quite limited and are clearly stated to include the introduction of experimental liturgies (I.26) or by request of an Ecclesiastical Tribunal (VIII.39).

As stated at the outset, none of the above is to stymie or seek to block, somewhat pedantically, legitimate, and worthy deliberation and debate. That will come, I have no doubt, irrespective of the aforementioned motions



and reservations expressed herein. I have great confidence in the ‘relationality’ at the heart of who we are as a Church for such deliberation to be conducted with mutual respect and regard for one another. However, given all that has been stated I would respectfully request that Standing Committee confirm:

1. That the role of Diocesan Synods and Councils is to exercise powers and make regulations for the temporalities of the church
2. That Diocesan Synods and Councils, whilst properly permitted to exercise such powers for the ministry and mission of the church within the diocese, are not permitted to pass motions or make statements pertaining to the doctrine, teaching or liturgy of the Church.
3. That the Church of Ireland is not governed by the majority will of autonomous dioceses, but by the house of bishops and house of representatives at General Synod
4. That representatives are elected from a diocese and not for a diocese and are not bound at General Synod to represent a diocesan view or motion.

If agreed, I respectfully request that:

1. The Honorary Secretaries of Standing Committee communicate the same to the Diocesan Secretaries of the dioceses concerned.
2. That the communications from all four dioceses will not be put before Synod, or, in the event that they will be communicated to Synod, that the response from Standing Committee on the role of Diocesan Synods/Councils and the governance of the Church of Ireland will be stated.

I wish to reiterate that all of the reasoning above informed my own contention that a motion not dissimilar to that passed by Down & Dromore Diocesan Council *not* be taken by the Diocesan Council of Connor. If this reasoning is misplaced and I am misguided then I shall welcome clarification in order that I might revisit my own judgment on such motions within Connor diocese, and perhaps others in the remaining dioceses might welcome similar clarification.

I have, as both a courtesy but also in good faith seeking to add light and not heat, shared this communication with the four bishops of the dioceses concerned. I never have been, and hope never will be, drawn to procedural pedantry over things (and more importantly people) that truly matter, yet believe the issues raised to be of real substance concerning who we are, and how we might emerge, as a Church.

Yours Faithfully,

Ven. Barry Forde  
Diocese of Connor